

Quality, Safety, Occupational Health, and Working Environment Policy

Amata VN Public Company Limited, its associates, subsidiaries, and affiliates (the Company) recognize that quality, safety, occupational health, and environment (QSHE) is an important factor in business operations that helps improve the quality of working life of employees, which is a valuable resource of the Company for continuous productivity improvement, and achieves the organization's success goals, as well as creating long-term value for stakeholders in the supply chain.

Therefore, the Company gives precedence to quality, safety, occupational health, and the working environment of employees at all levels and strives to provide a livable, safe, and hygienic environment and workplace, strengthen the well-being of the community, and preserve the environment. The Company also prepares for crisis situations that may arise by systematically managing risks and management in line with relevant laws, rules, regulations, and standards. Moreover, the Company adheres to the principles of good corporate governance and business code of conduct to prevent, mitigate, and reduce operational waste; reduce the risk of accidents and occupational illnesses; as well as the negative impact on stakeholders from the Company's business operations to create a safe society both inside and around the Company at the same time.

Definitions

Quality, Safety, Occupational Health, and Environment (QSHE) refers to an operational framework that enables an organization to manage, control, and improve the efficiency of products and services, including conducting business activities throughout the supply chain to ensure quality, safety, and good hygiene and reduce the social and environmental impact of the Company's operations. This integrates the general elements of quality, safety, occupational health, and working environment standards, such as ISO 9001, ISO 45001, and ISO 14001.

Occupational Health and Safety (OH&S) refers to various conditions or factors that affect or may affect the health and safety of employees (including temporary employees, suppliers, and contractors), visitors, or other persons in the workplace.

Illness and injury refer to symptoms that adversely affect a person's physical, mental, or cognitive condition, including death, disability, loss of sensory perception, injuries, and illnesses caused by work or in the workplace.

Workplace refers to a location where business-related activities are carried out under the Company's supervision.

Danger refers to a source or situation that is dangerous, not safe for the life and property of a person, or may pose a risk of injury, health, and mental illness.

Practices

The Company has established guidelines on quality, safety, occupational health, and working environment as follows:

- 1) Comply with laws, rules, regulations, requirements, policies, and guidelines, as well as standards related to quality, safety, occupational health, and working environment that are applicable in every country in which the Company operates business.
- 2) Establish a Quality, Safety, Occupational Health, and Working Environment Committee and define its roles, duties, and responsibilities in accordance with the law.
- 3) Set goals, strategies, indicators, operational plans, and management standards for quality, safety, occupational health, and working environment, including guidelines for responding to emergencies and mitigating impacts to cover business activities throughout the supply chain.
- 4) Analyze, assess, and manage risks that affect quality, safety, illness, and injury, including situations that may be hazardous or have a negative impact on life, property, workplaces, production processes, service provisions, and other business activities in detail in a comprehensive and continuous manner.
- 5) Develop systems, standards, and manage quality, safety, occupational health, and working environment throughout the supply chain to be efficient, including the rights of workers and employees in line with international standards.
- 6) Supply products and services by taking into account quality, safety, and socially responsible and environmentally friendly production sources.
- 7) Deliver quality products and services that are safe and meet customer needs.
- 8) Support sufficient resources to implement the policy and management standards in preventing, monitoring, controlling, and mitigating potential impacts that may arise from business activities throughout the supply chain.

- 9) Support the creation, research, development, and application of technology and innovation that improves efficiency in the management of quality, safety, occupational health, and the working environment.
- 10) Monitor, inspect, and control the effectiveness of quality, safety, occupational health, and working environment management in a systematic and regular manner, as well as continuously reviewing and improving production efficiency, services, and operations.
- 11) Supervise and support business partners, suppliers, contractors/subcontractors of the Company and related stakeholders to conduct business in accordance with the policy and have standardized and legal quality, safety, occupational health, and working environment.
- 12) Encourage all employees, business partners, suppliers, contractors/subcontractors of the Company and surrounding communities to attach importance to the safety of life and property in order to contribute to the creation of a safe society together.
- 13) Support, exchange knowledge and experience, and cooperate with organizations in the private sector, government sector, and civil society, both domestically and internationally, in managing quality, safety, occupational health, and the working environment.
- 14) Create values and a preventive culture by promoting participation and integration of cooperation from employees across the organization in creating standards for quality and safe operations.
- 15) Provide continuous communication, training, and promotion of awareness of quality, safety, occupational health, and working environment to employees, suppliers, business partners, and relevant stakeholders.
- 16) Disclose information and report quality, safety, occupational health, and working environment performance certified by independent individuals or agencies through reports or various channels to the public and relevant stakeholders in a transparent, timely, and verifiable manner.
- 17) Provide whistleblowing channels, complaint management, whistleblower protection, and notification of results for internal and external stakeholders affected by the Company's business operations in a systematic and fair manner.

Duties and Responsibilities

The Company considers work safety to be the duty and responsibility of every employee. To ensure that the quality, safety, occupational health, and working environment policies are implemented throughout the organization and there is clear supervision, the Company therefore has defined the following duties and responsibilities of individuals or departments within the organization:

Board of Directors

- 1) Consider approving and reviewing quality, safety, occupational health, and working environment policies and guidelines to be up to date and appropriate to the environment and risk factors, including business activities and stakeholders throughout the value chain, at least once a year.
- 2) Supervise business operations to be in line with relevant laws, rules, regulations, policies, and guidelines, as well as encourage concrete implementation of this policy.
- 3) Supervise and support the management in assessing risks in quality, safety, occupational health, and working environment to ensure the effectiveness of appropriate and adequate risk control.
- 4) Consider reports on quality and safety risks and performance in accordance with quality, safety, occupational health, and working environment management policies and guidelines, and provide constructive recommendations to the management for development and improvement.
- 5) Consider urgent issues related to quality, safety, occupational health, and working environment to supervise and ensure timely operations.
- 6) Encourage and support the executives in recognizing and prioritizing quality, safety, occupational health, and working environment and cultivating it as a corporate culture.

Executives

- 1) Provide criteria, procedures, and guidelines for analyzing and assessing risks in quality, safety, occupational health, and working environment, including developing guidelines for management standards that are appropriate for each company's context and in

accordance with the policies, procedures, and laws of the countries in which the Company conducts business.

- 2) Establish an organizational structure with responsible individuals and clear responsibilities and roles while allocating appropriate and adequate resources.
- 3) Define interrelated objectives, goals, strategies, plans, indicators, and management standards for quality, safety, occupational health, and working environment, including business continuity management.
- 4) Arrange for the development and review of effective risk management system, internal controls, and internal audit for environmental management.
- 5) Monitor, supervise, manage, and support employees, suppliers, business partners, and key stakeholders to comply with relevant laws, policies, measures, and procedures related to quality, safety, occupational health, and working environment, as well as developing and improving practices to be more effective.
- 6) Act as a good role model by avoiding any activity that may lead to situations or suggestions that could result in policy violations.
- 7) Raise awareness and promote a culture of maintenance and control of quality, safety, occupational health, and working environment by continuously communicating to employees at all levels and relevant stakeholders.
- 8) Consider the report on the performance of the policy before presenting it to the Board of Directors.
- 9) Provide channels for whistleblowing and receiving complaints about violations of the quality, safety, occupational health, and working environment, including the complaint handling process and protection measures for whistleblowers, complainants, witnesses, and information reporters.

Departments or Individuals Responsible for Quality, Safety, Occupational Health, and Working Environment

- 1) Establish relevant procedures and management standards for quality, safety, occupational health, and working environment.

- 2) Establish a clear process for disclosing and reporting information on quality, safety, occupational health, and working environment.
- 3) Assess and manage quality, safety, occupational health, and working environment risks covering accidents, epidemics, terrorism, illnesses, and other threats that may cause damage to life, property, corporate personnel, and related external agencies, as well as guidelines for preventing and mitigating impacts.
- 4) Develop internal control, risk management, and policy compliance monitoring to be effective and concise, as well as informing and following up with relevant departments for regular improvement and correction.
- 5) Regularly follow up, examine, collect data, and prepare reports on the performance of quality, safety, occupational health, and working environment, as well as managing information disclosure in accordance with the requirements of regulatory authorities.
- 6) Report information on quality, safety, occupational health, and working environment to the executives on a regular basis, and report immediately when abnormal incidents occur.
- 7) Coordinate and integrate cooperation with relevant individuals, agencies, or stakeholders to jointly establish standards, management, and mechanisms for control, response, and problem solving.
- 8) Continuously communicate with employees and related stakeholders to raise awareness on quality, safety, occupational health, and working environment.
- 9) Provide initial suggestions on the policy, as well as coordinate or discuss with other relevant departments to ensure that the suggestions are correct, complete, and clear.
- 10) Report the results of the policy compliance to the Board of Directors, executives, or relevant agencies.
- 11) Review policies and management standards of quality, safety, occupational health, and working environment in accordance with relevant laws, regulations, guidelines, and standards.

Employees

- 1) Learn, understand, and comply with laws, rules, regulations, policies, and relevant standards.
- 2) Communicate and transfer knowledge about the Company's quality, safety, occupational health, and working environment policies and goals to business partners, suppliers, contractors, customers, and local communities.
- 3) When someone is found to have committed an offense or committed an act that violates this policy, the information or complaint must be reported through the Company's whistleblowing channels.

Communication and Training

The Company communicates quality, safety, occupational health, and working environment policies to directors, executives, employees, subsidiaries, associates, other companies under the Company's control, business representatives, suppliers, and relevant stakeholders through training, orientation, meetings, or activities, and evaluates their effectiveness and makes continuous improvements.

Whistleblowing

Those who see an action that qualifies as a violation of this policy must complain or report it according to the procedures of the whistleblowing policy. The complainant or whistleblower will be protected, and the information will be kept confidential without impacting their position or compensation, both during the investigation and after the completion of the process.

Penalty

The quality, safety, occupational health, and working environment policy is considered part of the operational discipline. Directors, executives, and employees who do not comply will be investigated and disciplined in accordance with the Company's regulations, charters, and applicable laws. This may include termination of employment. In the event of an investigation, all employees must fully cooperate with internal and external agencies.

In the meantime, the Company will not demote, punish, or adversely affect directors, executives, and employees who reject actions intended to violate this policy, even if such actions cause the Company to lose business opportunities.

Therefore, this notification is announced for acknowledgment and thorough observance.

Announced on February 25, 2025.

- Signature -

(Dr. Apichart Chinwanno)
Chairman of the Board of Directors