

Environmental Social and Governance Report

Principles and Objectives

Inter Pharma Public Company Limited and its subsidiaries (the “Company”) recognize the importance of conducting business in a manner that is responsible to the economy, environment, society, customers, employees, shareholders, business partners, communities, and all stakeholders, with the aim of achieving a balance between business growth and the creation of sustainable value.

The Company has therefore established Environmental, Social, and Governance Practices (ESG Practices) to serve as a framework for integrating ESG principles into its business operations, risk management, strategy formulation, investment decisions, and business activities.

These Practices are intended to:

1. Promote responsible and sustainable business operations;
2. Manage ESG risks and opportunities that are material to the business;
3. Minimize negative impacts on the environment and society;
4. Create value for customers, employees, business partners, communities, shareholders, and stakeholders;
5. Promote transparency, accountability, and good corporate governance; and
6. Support accurate, transparent, and verifiable ESG disclosures.

Scope of Application

These Practices apply to the Company, its subsidiaries, and relevant functions, as appropriate to the nature and level of risk of each business.

Directors, executives, and employees at all levels are responsible for applying ESG principles and practices to their duties in accordance with their respective roles and responsibilities.

The Company encourages its business partners, contractors, service providers, and business alliances to adopt appropriate ESG principles throughout the Company’s value chain.

Environmental, Social, and Governance (ESG) Operating Principles

The Company conducts its ESG operations based on the following key principles:

1. The Company places importance on ESG matters that are material to its business operations, the environment, society, and stakeholders. The Company therefore identifies, assesses, prioritizes, and regularly reviews material ESG matters.
2. The Company integrates material ESG matters into its enterprise risk management process, taking into consideration both current risks and emerging risks, including risks related to climate change, human rights, corruption, product safety, occupational safety, and supply chain risks.

3. The Company is committed to continuously improving its ESG performance by utilizing assessment results, performance outcomes, complaints, incidents, and stakeholder feedback to enhance its processes.
4. The Company is committed to disclosing ESG information accurately, comprehensively, transparently, and in a verifiable manner, with clearly designated persons responsible for information in each respective area.

ESG Governance Structure

The Company has established an ESG governance structure with the following roles and responsibilities:

- **The Board of Directors** is responsible for overseeing the Company's policies and direction for sustainable business operations, as well as ensuring that the Company maintains appropriate risk management systems, internal controls, and compliance with applicable laws and regulations.
- **The Corporate Governance and Sustainability Development Committee** is appointed by the Board of Directors to oversee and promote the Company's operations in accordance with the principles of good corporate governance, the Code of Business Conduct, social and environmental responsibility, and sustainability development practices at the Board level. The Chairman of the Board of Directors, who is an independent director, serves as the Chairman of the Corporate Governance and Sustainability Development Committee. The Committee plays a role in overseeing environmental, social, and governance (ESG) matters and ensuring their integration into the Company's policies and business direction, monitoring and evaluating performance, and ensuring accurate, transparent, and appropriate disclosure of ESG information to stakeholders. These efforts are intended to build confidence among stakeholders and support the Company's stable and sustainable long-term business growth.
- **Management** is responsible for implementing sustainability policies and action plans throughout the Company's business operations, monitoring performance, and reporting material matters to the Corporate Governance and Sustainability Development Committee and/or the Board of Directors, as appropriate.

The Company places importance on the transparent disclosure of environmental, social, and governance (ESG) information, as well as key policies to the public. The Company publishes such information through its Investor Relations website to ensure that investors and stakeholders can access the information conveniently, continuously, and equitably. The information disclosed by the Company includes ESG performance reports, the Annual Report (Form 56-1 One Report), and key policies, such as the Sustainable Business Development Policy, Environmental Policy, Human Rights Policy, Human Rights Due Diligence (HRDD) process, Anti-Corruption Policy, and Information and Communication Technology Security Policy. The Company is committed to ensuring that such disclosures are accurate, complete, transparent, and consistent with the principles of good corporate governance, with the aim of building confidence and trust among investors and stakeholders, as well as supporting responsible and sustainable business operations.

Environmental

1. Climate Change

The Company recognizes that climate change is a material issue that may affect its business operations, supply chain, operating costs, and business continuity. The Company therefore places importance on the continuous management and reduction of greenhouse gas (GHG) emissions. The Company is in the process of developing a GHG management system covering GHG measurement, monitoring, target setting, and emissions reduction, with a focus on improving energy efficiency and increasing the use of renewable energy.

The Company discloses its GHG management performance in its annual ESG Performance Report and Form 56-1 One Report. The Company classifies GHG emissions by scope and monitors energy efficiency and renewable energy initiatives to establish a reliable information base for developing GHG emissions reduction measures and managing risks associated with climate

Renewable Energy

The Company has installed a solar photovoltaic power generation system (Solar Rooftop) at its factory in Phra Nakhon Si Ayutthaya Province to generate electricity from renewable energy and utilize the electricity generated to support the Company's operations. In 2025, the system generated a total of 1,160,360 kilowatt-hours (kWh) of electricity, resulting in a reduction of greenhouse gas emissions by 580.06 tonnes of carbon dioxide equivalent (tCO₂e).

The Company plans to continuously expand its use of renewable energy to enhance energy efficiency, reduce reliance on energy sources associated with high greenhouse gas emissions, and support the reduction of greenhouse gas emissions from its business operations. This forms part of the Company's approach to climate change management and sustainable development.

2. Energy Use

The Company places importance on energy efficiency and minimizing environmental impacts. The Company has established a systematic approach to energy management to support sustainable business operations and reduce energy costs over the long term. Key areas of implementation include:

1. Establishment of Energy Policies and Targets

The Company establishes policies for efficient energy use and sets targets to continuously reduce energy consumption per unit of production. The Company focuses on optimizing resource utilization, minimizing energy losses, and promoting the use of clean or alternative energy sources where appropriate.

2. Improving Energy Efficiency in Business Operations

The Company implements measures to improve the efficiency of equipment and systems across its facilities, including:

- electing energy-efficient equipment and machinery;
- Upgrading lighting systems to energy-efficient lighting, such as LED lighting;
- Optimizing the management of air-conditioning and electrical systems to maximize efficiency; and
- Regularly inspecting and maintaining equipment to minimize energy losses.

3. Monitoring and Evaluation of Energy Use

The Company regularly monitors and records energy consumption data to analyze energy consumption trends and continuously determine appropriate measures to improve energy efficiency.

4. Raising Employee Awareness

The Company encourages employees to participate in energy conservation by promoting awareness of efficient energy use, such as switching off electrical equipment when not in use and using resources efficiently.

5. Supporting Sustainable Business Practices

The Company is committed to continuously improving its energy management practices to support sustainable development goals, reduce greenhouse gas emissions, and enhance operational efficiency over the long term.

Energy Management Performance and Results

The Company implemented a project to replace diesel fuel with electricity for forklifts operating in the warehouse area. The project reduced diesel consumption for forklifts in the warehouse area by 3.23%, compared with the target of 12%, due to a delay in the scheduled importation of electric forklifts. Electric forklifts were subsequently put into operation from October 15, 2025 onward.

3. Water Management

The Company places importance on the efficient and environmentally responsible management of water resources. The Company has established a systematic approach to water management to promote efficient water use, minimize environmental impacts, and support sustainable business operations. Key areas of implementation include:

1. Efficient Water Use

The Company focuses on appropriate water use across all business operations by controlling and managing water consumption to achieve maximum efficiency. The Company also promotes the reduction of unnecessary water use and improves operational processes to minimize water loss.

2. Monitoring and Control of Water Use

The Company regularly monitors and records water consumption data to analyze water use trends and utilizes such data to establish measures to reduce water consumption and improve the efficiency of water resource management.

3. Wastewater Treatment and Management

The Company has appropriate wastewater management and treatment systems in place prior to discharge into the environment to ensure compliance with applicable laws and requirements, as well as to minimize impacts on water resources and surrounding ecosystems.

4. Raising Awareness of Water Conservation

The Company promotes employee awareness of the importance of water conservation by encouraging economical and responsible water use, as well as employee participation in environmental conservation.

5. Supporting Sustainable Business Operations

The Company is committed to continuously improving its water management practices to support environmental objectives, minimize impacts on natural resources, and enhance the long-term sustainability of its business operations.

Water Management Performance and Results

The Company continuously manages its water resources, with a focus on efficient water use in its operations, regular monitoring and control of water consumption, and wastewater management in compliance with applicable laws and requirements.

During the past year, the Company implemented measures to reduce water consumption and improve water-use efficiency in its operations, including improving operational processes to minimize water loss, regularly monitoring water consumption data, and promoting employee awareness of economical and responsible water use.

As a result of these measures, the Company has managed its water consumption and wastewater treatment in compliance with applicable legal requirements and relevant standards. There were no incidents of wastewater discharge that resulted in significant environmental impacts.

The Company will continue to improve its water management practices to enhance resource efficiency and support sustainable business operations.

4. Waste Management

The Company places importance on the management of waste generated from its operations, with an emphasis on waste reduction, waste segregation at source, resource recovery and reuse, and the proper disposal of waste in accordance with applicable laws and environmental principles. The Company selects waste disposal agencies or service providers that are duly authorized by law to manage each type of waste, as follows:

- **General Waste and Solid Waste:** The Company sends general waste and solid waste for disposal to agencies or persons duly authorized by local administrative authorities, such as Subdistrict Administrative Organizations (SAOs) or municipalities, with valid and effective permits.
- **Recyclable Waste:** The Company sends recyclable waste for disposal or transfer for resource recovery to duly licensed Type 105 operators, whose operating licenses are renewed annually.
- **Hazardous Waste:** The Company sends hazardous waste for disposal to Type 101 or Type 106 operators that are duly licensed in accordance with applicable laws and obtain the required operating permits on an annual basis.

The Company recognizes that landfill disposal, although relatively simple and commonly used by waste disposal service providers, may have long-term environmental impacts, particularly greenhouse gas emissions generated from the decomposition of waste in landfills, as well as energy consumption associated with the collection, transportation, and landfilling of waste. To mitigate such impacts, the Company has initiated measures to reduce waste disposal through landfilling (Landfill Reduction), with the following key approaches:

1. Seek and select waste disposal or treatment service providers that are capable of applying alternative methods that are more appropriate and environmentally friendly.
2. Reduce the amount of used lamps and printer cartridges that are sent for landfill disposal. The Company segregates packaging materials, such as cardboard boxes and wrapping materials, from the waste prior to disposal in order to reduce the amount of waste sent to landfills. In addition, paper-based packaging can be recycled, thereby reducing the consumption of natural resources and the need for logging to produce paper.

In 2017, the factory of Modern Pharma Co., Ltd. (a subsidiary of the Company)

5. Pollution Control and Prevention

1. Air Pollution

The Company has established measures to control air quality prior to its release into the environment through appropriate treatment systems, including:

- **Dust particles:** Treated through bag filters or cartridge filters, as appropriate for each system.
- **Chemical vapors:** Treated through a wet air pollution control system (Wet Scrubber). In addition, the Company conducts regular monitoring of air quality by measuring relevant parameters at appropriate frequencies.

2. Water Pollution

The Company manages wastewater through a preliminary treatment system prior to discharge into the central wastewater treatment system of Rojana Industrial Park and subsequent discharge into the environment. In addition, the Company regularly monitors water quality at prescribed intervals. The results of wastewater quality monitoring are within the applicable regulatory standards.

Furthermore, the Company monitors the quality of water prior to entering the boiler and the water within the boiler by measuring pH, Total Hardness, and Total Dissolved Solids (TDS). The results of water quality monitoring are within the applicable standards.

3. Noise Pollution

The Company conducts annual monitoring of noise levels around its factories that may have an impact on the environment and surrounding communities. The monitoring includes the measurement of the 24-hour equivalent continuous sound level (Leq 24 hr.) and annoyance noise levels.

In addition, the factory operated by Modern Pharma Co., Ltd., a subsidiary of the Company, received the 3Rs Waste Utilization Potential Development Project Award from the Department of Industrial Works, as well as the Level 2 Environmental Management System Certification Award from the Department of Industrial Works. The factory also received a certificate from the Department of Industrial Works certifying its Level 2 Environmental Management System.

In 2024, the Company's factory in Ayutthaya Province and the factory operated by Modern Pharma Co., Ltd. received the Green Industry Level 2: Green Activity award from the Department of Industrial Works, Ministry of Industry.

Social

Inter Pharma Public Company Limited (the "Company") recognizes its responsibility towards employees, customers, business partners, communities, and stakeholders throughout the value chain. The Company is committed to upholding human rights, equality, safety, and fair treatment of all stakeholders. Accordingly, the Company has established social policies and practices in compliance with applicable laws and internationally recognized principles, including the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the ILO Declaration on Fundamental Principles and Rights at Work.

1. Responsibility to Customers and Consumers

The Company conducts its business responsibly, transparently, honestly, and fairly, with due consideration given to the quality and safety of customers and consumers throughout the product life cycle, from research and development, raw material selection, manufacturing, quality control, storage, transportation, distribution, and marketing communications to post-market product monitoring.

The Company provides channels for information disclosure, receipt of complaints, and appropriate follow-up and resolution of issues. The Company also places importance on the protection of personal data and ensuring that product information is communicated accurately, transparently, and in a manner that does not mislead consumers.

2. Respect for Human Rights and Fair Labor Practices

The Company respects human rights and treats employees equally without discrimination on the grounds of race, nationality, religion, sex, gender identity, sexual orientation, skin color, disability, age, or any other factor unrelated to job performance.

The Company does not support child labor, forced labor, or any practices that violate labor rights. The Company conducts verification of personal information and qualifications of prospective employees prior to employment in accordance with applicable laws.

The Company promotes the employment of persons with disabilities and provides internship opportunities for students to support equality and access to employment opportunities.

The Company establishes working hours, holidays, leave, remuneration, and employee benefits in accordance with applicable laws and terms of employment. The Company also respects employees' freedom of association and their right to form or join groups in accordance with applicable laws.

3. Human Resource Management and Development

The Company recognizes employees as a key driver of business success and develops a systematic human resource management system covering workforce planning, employee capability development, performance management, remuneration, employee benefits, and quality of work life.

The Company promotes continuous learning and skills development for employees at all levels, covering both technical skills and soft skills through in-house training, external training programs, and online learning platforms. Training effectiveness is also evaluated to support continuous improvement in employee development initiatives.

4. Remuneration, Employee Benefits, and Quality of Life

The Company establishes fair, transparent, and legally compliant remuneration, taking into consideration employees' duties and responsibilities, performance, and prevailing labor market conditions. The Company also reviews its remuneration structure and employee benefits appropriately on a regular basis.

The Company provides appropriate employee benefits, such as health insurance, a provident fund, and other benefits, to promote employees' quality of life and financial security.

5. Employee Engagement and Participation

The Company provides employees with opportunities to express their opinions and provide suggestions for organizational development through various channels, such as the Employee Engagement Survey and suggestion systems. The Company also promotes activities that foster positive relationships among employees and contribute to a positive working environment.

6. Health, Safety, and Occupational Health

The Company places importance on the health, safety, and occupational health of employees, contractors, and relevant personnel. The Company conducts safety risk assessments and establishes measures to prevent accidents and occupational diseases, provides safety training, conducts emergency preparedness drills, and arranges health examinations as appropriate.

The Company has established a Safety, Occupational Health, and Working Environment Committee to oversee and monitor safety-related matters and report its performance to the Executive Committee. Ms. Apimon Posri and Ms. Napaporn Dechakarat, who serve on both the

Board of Directors and the Executive Committee, also participate as members of the Safety, Occupational Health, and Working Environment Committee.

In 2025, the Company provided health, safety, and occupational health training to employees at its Ayutthaya factory, with 100% of employees participating in the training.

7. Human Rights Assessment and Due Diligence

The Company conducts human rights risk assessments, as appropriate, covering the Company's operations and value chain, with particular attention to labor rights, discrimination, health and safety, child labor, forced labor, and the rights of stakeholders.

The Company establishes measures to prevent and mitigate potential impacts, while continuously monitoring and reviewing human rights risks. The Company also provides grievance mechanisms and appropriate remediation processes in cases where potential human rights violations are identified.

8. Community and Society

The Company conducts its business responsibly toward communities and society, with the aim of creating shared value and minimizing potential negative impacts of its operations on communities and the environment.

The Company supports social, educational, and community development activities, assistance to affected persons, and charitable donations for public benefit. This includes the **“DONATE BLOOD DONATE LOVE”** project, through which the Company participates in blood donation activities in support of the Thai Red Cross Society.

In 2025, the Company provided support and donations totaling **THB 2,750,000** for social activities. No complaints from communities concerning social or environmental issues related to the Company's operations were reported.

Corporate Governance

The Company places importance on good corporate governance, based on the principles of transparency, accountability, integrity, fairness, and verifiability, with the aim of building confidence among shareholders, investors, customers, employees, business partners, and other stakeholders, while supporting sustainable business growth.

The Company has established a clear governance structure, whereby the Board of Directors is responsible for setting strategic direction and overseeing the Company's operations. The Company also has various sub-committees and an internal control system to support appropriate checks and balances.

The Company conducts its business in accordance with its Code of Business Conduct and relevant policies, covering anti-bribery and anti-corruption, management of conflicts of interest, prevention of insider trading, personal data protection, respect for human rights, and fair treatment of customers, business partners, and stakeholders.

The Company has established risk management, internal control, internal audit, and effective whistleblowing mechanisms, together with measures to protect whistleblowers, to appropriately

prevent, detect, and address risks or conduct that may be inconsistent with good corporate governance principles.

In addition, the Company integrates ESG and sustainability considerations into its governance and risk management processes by establishing responsible persons, targets, key performance indicators (KPIs), monitoring mechanisms, and appropriate reporting to the Board of Directors. The Company also discloses information accurately, completely, and transparently.

The Company is committed to continuously reviewing and enhancing its corporate governance systems to ensure alignment with applicable laws, regulatory requirements, and internationally recognized ESG practices.