Sustainable Business Development

Inter Pharma Public Company Limited (the "Company") recognizes the importance of sustainable business development and is committed to achieving business growth while creating value for all stakeholders. The Company places importance on environmental, social, and governance (ESG) considerations and continuously integrates sustainability principles into its business operations and management processes.

Key Approaches to Sustainable Business Development

The Company's approach to sustainable business development focuses on three key areas:

1. Innovation-Driven Organization
2. Corporate Governance, Risk Management and Compliance
3. Creating Long-Term Value for Stakeholders

The Company believes that conducting business responsibly and transparently, while taking into consideration impacts on the environment, society, and stakeholders, provides a strong foundation for enhancing competitiveness and supporting sustainable long-term growth.

Sustainability Governance Structure

The Company integrates sustainability into its overall corporate management framework, with oversight at both the Board of Directors and management levels. Relevant functions are assigned responsibility for implementing sustainability initiatives and monitoring performance within their respective areas of responsibility.

- Board of Directors
- The Board of Directors is responsible for overseeing the Company's sustainability policies and strategic direction, as well as ensuring that appropriate risk management, internal control, and compliance systems are in place and that the Company complies with applicable laws and regulations.
- Corporate Governance and Sustainability Development Committee

  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 good corporate governance principles, the Business Code of Conduct, social and environmental responsibility, and sustainability development principles 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 an important role in overseeing environmental, social, and governance (ESG) matters and ensuring that ESG considerations are integrated into the Company's policies and strategic direction.

The Committee also oversees the monitoring and evaluation of sustainability performance, as well as the accurate, transparent, and appropriate disclosure of ESG-related information to stakeholders. These efforts aim to strengthen stakeholder confidence and support the Company’s stable and sustainable long-term growth.

- Management

  Management is responsible for implementing sustainability policies, strategies, and action plans across the Company’s business operations. Management also monitors performance and reports material sustainability matters to the Corporate Governance and Sustainability Development Committee and/or the Board of Directors, as appropriate.

The Company places strong emphasis on transparent disclosure of environmental, social, and governance (ESG) information and key corporate policies to the public. Such information is disclosed through the Company’s Investor Relations website, enabling investors and stakeholders to access information conveniently, continuously, and equitably.

The information disclosed includes ESG performance reports, the Annual Report (Form 56-1 One Report), and key policies, including the Sustainable Business Development Policy, Environmental Policy, Human Rights Policy, Human Rights Due Diligence 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 aligned with good corporate governance principles, thereby strengthening the confidence and trust of investors and stakeholders and supporting responsible and sustainable business operations.

Sustainability development goals

Environmental

- Reduce greenhouse gas emissions in Scope 1, 2 and 3 and achieve net zero greenhouse gas emissions by 2050.
- Reduce wastewater discharge and waste landfill.
- Conduct business with social and environmental responsibility.

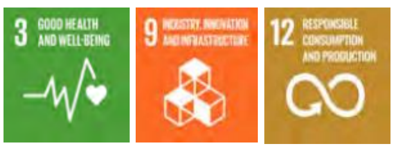
Socials

- Emphasize gender equality and accept gender diversity. The company has 75 percent of its senior executives as women.

- There is legal employment, no child labor, a safe workplace, and fair and appropriate compensation and welfare.
- Take care of and be responsible for society consistently by organizing CSR activities.

Economics

- Focuses on producing products that are good for the health of people and pets.
- Production process that is environmentally responsible and sustainable.
- Support the development of innovation.



Management of impacts on stakeholders in the business value chain

Business value chain

The Company operates its business by placing importance on and considering all stakeholder groups. We committed to sustainably managing all activities throughout the business value chain from upstream to downstream. The primary and secondary activities of the value chain are as follows:

Main activities

1) Procurement of Raw Materials
   - The Company has procured good quality raw materials, which is a standard production, clean, and safe for all consumers in order to get products that meet the standards and qualifications required by the Company. The Company has researched various products before being produced for further distribution to customers or consumers.
   - The Company will maintain a good relationship with business partners and take part in helping and developing society, and take responsibility for the environment for long-term sustainability.
2) Operations
   - The Company places importance on research and development of health-related products and new innovations in order to enhance product quality and respond to the needs of the market and consumers.

	• The Company will always check the quality of the products to ensure that the Company's products are standard, safe and beneficial to consumers.
3) Logistics and Distribution	• The Company has hired an external service provider, Zuellig Pharma Co., Ltd. (“Zuellig Pharma”), to manage warehouses and deliver products to customers. Zuellig Pharma has the expertise and modern innovation in logistics management, the entire stock system, an ordering management system, a delivery system, and a billing system, which help the Company to have a good and standard products storage system, able to check the products in the warehouse correctly, and delivery of goods convenient and fast. Products are delivered to customers in perfect condition and on time, reducing the risk of debt collection.
4) Marketing and Sales	• The Company has regularly introduced new products and innovations so that the products sold are unique and different from other market products. • The Company continuously monitors and analyzes market conditions for product development and new product acquisition to suit the competitive conditions in the markets, popular trends and changing needs of consumers as well as to get more use out of any products. • The Company has several distribution channels, such as medical centers, pharmacies, modern retail stores, online channels, direct sales agents, etc., which results in the presentation of various products and increased consumer choices.
5) After-sales services	• The Company places importance on customer relationship management by conducting a customer satisfaction survey and establishing channels for complaints about product quality to develop and improve the Company's products and services.

Supporting Business

1) Procurement	• Has a transparent procurement system. • Comply with trade conditions and treat partners fairly.

2) Technology development for products

- Study and develop innovation of new products that are beneficial to the health and body to meet the needs of consumers who are more health-conscious.
- Develop machinery and technology in production to be up to date and meet international standards, to increase the efficiency of the product to be able to be sold around the world.

3) Human Resource Management

- Promote knowledge and always enhance skills for employees.
- Provide appropriate compensation and benefits.
- Treating All Employees Equally.

4) Infrastructure

- Implement the NetSuite Enterprise Resource Planning (ERP) in the company in order to connect the work between departments together.

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
Internal stakeholders			
Shareholders 	• Business growth and good performance. • Operations that take into account the principles of good governance, business ethics, and responsibilities for social and environmental issues. • Transparent and reliable disclosure of information. • Treat all shareholders equally. • Appropriate compensation.	• Conduct business with transparency and good corporate governance. • Provide timely and accurate disclosures. • Pursue sustainable business growth and long-term value creation.	• Visit • Press Release • Online Communication • Annual General Meeting • Complaint Reception • Annual report • Financial statement

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
Employees	• Treating All Employees Equally. • Fair compensation and welfare arrangements. • Good operational practices. • Work safety. • Opportunities for career growth. • Competence development. • Non-violation of human rights.	• Provide competitive compensation and welfare. • Promote employee capability development. • Maintain occupational health and safety standards. • Support diversity and equal opportunity.	• Online Communication • Internal Meeting • Complaint Reception • Employee Engagement Survey • Training / Seminar • Communications between senior executives and supervisors to convey to employees
External stakeholders			
Consumers, Customers	• Deliver safe and quality products and services. • Fair trade. • After-sales services. • Treating all customers equally. • Confidentiality.	• Develop high-quality and safe health products. • Ensure accurate product information. • Continuously improve product quality and customer service	• Online Communication • Complaint Reception • Satisfaction Survey • Staff are ready to give advices and provide consultation about products sufficiently for decision making.

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
Suppliers, Raw material distributors 	• Fair procurement practices. • Ethical standards. • Comply with the trade conditions and treat partners fairly. • Transparent and ethical business conduct, long-term partnership. • Respect for human rights. • Data protection and confidentiality.	• Select qualified suppliers. • Promote ethical business practices. • Manage the supply chain efficiently. • Conduct business fairly and transparently. • Strengthen long-term partnerships. • Enhance responsible supply chain management.	• Online Communication • External Meeting • Complaint Reception • Supplier communication channels. • Supplier evaluation.
Creditor 	• Strict compliance with the terms and mutual trade agreements. • Treat customers equally. • Dept payment in specified time.	• Strictly adhere to the terms and conditions. • Treat creditors equally. • Pay debts on time as agreed.	• Online Communication • Complaint Reception • Financial Reports
Competitors 	• Compliance with the good competition rules. • Intellectual Property or Copyright. • Compliance with applicable the laws	• Promoting Fair Competition. • Ethical Business Practices. • Intellectual Property or Copyright	• Online Communication • Complaint Reception

Group of stakeholders	Stakeholders' expectations	Responses to stakeholder expectations	Channels for engagement and communication
Community, Society 	• Conduct business with social responsibility. • Encourage and support communities and social activities that benefit the society. • Compliance with applicable laws. • Respect human rights.	• Conducting business with consideration for its social and environmental impact. • Support activities that benefit the community. • Respect human rights.	• Social Event • Complaint Reception
Government agencies and Regulators 	• Compliance with laws and regulations. • Transparency in operations.	• Strictly comply with applicable laws and regulations. • Maintain transparent business practices.	• External Meeting • Training / Seminar • Regulatory reporting

ENVIRONMENTAL

Environmental Management

The Company recognizes its environmental responsibilities arising from its business operations and focuses on the efficient use of resources and energy, pollution prevention and reduction, waste management, and greenhouse gas emissions reduction.

The Company is committed to complying with applicable environmental laws and regulations, controlling and preventing pollution, promoting the efficient use of resources and resource recovery, and continuously monitoring compliance with relevant environmental requirements.

Climate Change and Greenhouse Gas Management

The Company recognizes climate change as a significant issue that may affect its business operations, supply chain, operating costs, and business continuity. Accordingly, the Company places importance on continuously managing and reducing greenhouse gas emissions.

The Company is currently developing a greenhouse gas management system covering measurement, monitoring, target setting, and greenhouse gas emissions reduction. The Company places particular emphasis on improving energy efficiency and increasing the use of renewable energy.

The Company discloses its greenhouse gas management performance annually in its ESG Performance Report and Form 56-1 One Report. Greenhouse gas emissions are classified by scope, and energy efficiency and renewable energy initiatives are monitored and implemented. The resulting information serves as a baseline for developing greenhouse gas emissions reduction measures and managing climate-related risks in the future.

Corporate Greenhouse Gas Emissions *(Tonnes of Carbon Dioxide Equivalent: tCO_2e)*

Scpoe	2023	2024	2025
Scope 1	799.19	342.00	732.00
Scope 2	2,722.05	1,880.00	2,231.00
Scope 3	73.85	0.00	0.00
Total Scope 1 - 2	**3,595.09**	**2,222**	**2,963.00**

Renewable Energy

The Company has installed a Solar Rooftop system at its manufacturing facility 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 Solar Rooftop system generated a total of **1,160,360 kilowatt-hours (kWh)** of electricity, resulting in a reduction of 580.06 tonnes of carbon dioxide equivalent (tCO_2e) in greenhouse gas emissions.

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

Energy Management Plan

The Company places importance on efficient energy consumption and minimizing environmental impacts. Accordingly, the Company has established a systematic energy management approach to support sustainable business operations and reduce long-term energy costs. Key initiatives include:

1. **Establishment of Energy Policies and Targets**

   The Company establishes policies promoting 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 continuously improves the efficiency of equipment and systems across its facilities, including:

   - Selecting energy-efficient equipment and machinery;
   - Improving lighting systems by adopting energy-saving technologies such as LED lighting;
   - Optimizing air-conditioning and electrical systems to enhance energy efficiency; and
   - Regularly inspecting and maintaining equipment to minimize energy losses.

3. Monitoring and Evaluation of Energy Consumption

The Company regularly monitors and records energy consumption data to analyze energy consumption trends and use the information to develop appropriate measures for continuously improving energy efficiency.

4. Raising Employee Awareness

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

5. Supporting Sustainable Business Operations

The Company is committed to continuously improving its energy management practices to support its sustainability objectives, reduce greenhouse gas emissions, and enhance long-term operational efficiency.

Details of setting goals for electricity and/or fuel management

Target(s)	Base year(s)	Target year(s)
Reduction of fuel consumption	2024 : fuel consumption 1,702.00 Litres	2025 : Reduced by 12% or 210.00 Litres

Energy Management Performance and Results

The Company implemented a project to replace diesel-powered forklifts with electric forklifts in its warehouse operations. The project resulted in a 3.23% reduction in diesel consumption, compared with the target of 12%. The target was not fully achieved due to delays in the delivery of electric forklifts. The electric forklifts commenced operations on 15 October 2025.

Energy management: Fuel consumption

	2023	2024	2025
Diesel (Litres)	9,123.00	9,548.12	1,647.00
Gasoline (Litres)	53,764.00	52,688.00	N/A
LPG (Kilograms)	129,852.00	107,007.00	229,872.00

Energy management: Electricity consumption

	2023	2024	2025
Total electricity consumption within the organization (Kilowatt-Hours)	5,454,420.00	5,813,959.00	5,621,300.00
Electricity purchased for consumption from non-renewable energy sources (Kilowatt-Hours)	5,454,420.00	5,000,649.00	4,460,940.00
Electricity purchased or generated for consumption from renewable energy sources (Kilowatt-Hours)	0.00	813,310.00	1,160,360.00

Waste Management

The Company places importance on managing waste generated from its business operations, with a focus on waste reduction, source segregation, resource recovery, and proper waste treatment and disposal in accordance with applicable laws and environmental principles.

The Company selects waste management service providers that are legally authorized and appropriately licensed to handle each type of waste, as follows:

- **General Waste and Municipal Solid Waste**

  The Company disposes of general waste through entities or individuals duly authorized by relevant local administrative authorities, such as Subdistrict Administrative Organizations (SAOs) or municipalities, with valid licenses and permits.

- **Recyclable Waste**

  The Company transfers recyclable waste for recycling or recovery to licensed operators under Category 105, whose operating licenses are appropriately renewed on an annual basis.

- **Hazardous Waste**

  The Company sends hazardous waste to licensed operators under Category 101 or Category 106, in accordance with applicable laws and regulatory requirements, with relevant operating permits renewed on an annual basis.

The Company recognizes that landfill disposal, although relatively simple and commonly used by waste management operators, may result in long-term environmental impacts, particularly greenhouse gas emissions generated from the decomposition of waste in landfills, as well as energy consumption associated with waste collection, transportation, and landfill disposal. To mitigate such impacts, the Company has initiated a Landfill Reduction approach aimed at reducing the amount of waste disposed of through landfill. Key initiatives include:

1. Selecting and engaging waste treatment and disposal service providers that can apply alternative and more environmentally friendly waste management methods, where appropriate.
2. Reducing the volume of used lamps and printer cartridges sent to landfill. The Company segregates packaging materials, such as cardboard boxes and wrapping materials, from other waste prior to disposal in order to reduce the volume of waste requiring landfill disposal. In addition, paper-based packaging materials can be recovered and sent for recycling, thereby reducing the consumption of natural resources and the need for timber used in paper production.

Water Management Plan

The Company recognizes the importance of efficient and responsible water resource management and has established a systematic water management approach to promote efficient water use, minimize environmental impacts, and support sustainable business operations. Key initiatives include:

1. Efficient Water Use

The Company focuses on using water appropriately and efficiently across its business operations. Water consumption is controlled and managed to maximize efficiency, while unnecessary water use is minimized and operational processes are improved to reduce water losses.

2. Monitoring and Control of Water Consumption

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

3. Wastewater Treatment and Management

The Company operates appropriate wastewater management and treatment systems prior to discharge into the environment to ensure compliance with applicable laws and requirements and to minimize impacts on surrounding water resources and 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 initiatives.

5. Supporting Sustainable Business Operations

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

Water Management Targets

Target(s)	Base year(s)	Target year(s)
Reduction of water withdrawal	2023 : Water withdrawal 33,735.00 Cubic meters	2026 : Reduced by 12%

Water Management Performance and Results

The Company continuously manages its water resources with a focus on efficient water use throughout 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 reduce water losses, 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 water consumption and wastewater treatment in compliance with applicable legal requirements and relevant standards. **There were no significant incidents of wastewater discharge that adversely affected the environment.**

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

Water Management: Water Consumption by Source

	2023	2024	2025
Water withdrawal by third-party water (cubic meters)	9,970.00	17,157.00	29,978.00
Water withdrawal by produced water (cubic meters)	23,765.00	12,300.00	0.00

Total water withdrawal (Cubic meters)	33,735.00	29,457.00	29,978.00

Water management: Water discharge by destinations

	2023	2024	2025
Percentage of treated wastewater (%)	0.00	0.00	80.00
Total wastewater discharge (cubic meters)	26,988.00	23,565.60	23,982.40
Wastewater discharged to third-party water (cubic meters)	26,988.00	23,565.60	23,982.40

Water management: Water consumption

	2023	2024	2025
Total water consumption (Cubic meters)	6,747.00	5,891.40	5,995.60

Pollution control and prevention.

1. Air pollution.

The company provides for appropriate air quality control methods before release into the environment, including:

- Dust particles are treated through bag filters or sheet filters, depending on the system.
- Chemical vapors pass through a wet scrubber air treatment system.

In addition, monitoring is carried out through air quality measurements at appropriate frequencies and with suitable parameters.

2. Water pollution

The company manages wastewater by treating it in a preliminary process before discharging it into the central treatment system of the Rojana Industrial Park and then into the environment. Furthermore, regular monitoring of water quality is conducted according to established cycles. The results of these monitoring show that the effluent quality meets the required standards.

In addition, water quality is measured before entering the boiler and within the boiler, including pH, total hardness, and total dissolved solids (TDS). The results of the water quality measurements are within the specified standards.

Referencing the Rojana Industrial Park Announcement No. 1/2016 regarding wastewater discharge from factories within Rojana Industrial Park (Ayutthaya), the Ministry of Industry Announcement regarding standards for controlling wastewater discharge from factories B.E. 2017, and the Ministry of Industry Announcement regarding the quality of water for boilers B.E. 2006.

3. Noise pollution

The company conducts annual noise level measurements around the factory to assess potential environmental and community impacts. These measurements include 24-hour average noise levels (Leq 24 hr.) and noise level monitoring (Annoyance Noise).

***Referencing the National Environmental Board Announcement No. 15 (1997) regarding general noise level standards, the Ministry of Industry Announcement regarding noise level limits and sound levels resulting from factory operations (2005), and the National Environmental Board Announcement No. 29 (2007) regarding noise level limits.

SOCIAL DIMENSION

The Company conducts its business in accordance with the principles of good corporate governance, with a strong commitment to social responsibility and accountability to all stakeholders. The Company places particular importance on respecting human rights and strictly complies with applicable laws and internationally recognized principles and practices, including the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

To ensure that the Company's business operations are free from human rights violations, the Board of Directors has established a Human Rights Policy and related practices to prevent and mitigate human rights impacts throughout the Company's value chain.

The Company recognizes that employees are a key driver of business operations and sustainable growth. Accordingly, the Company places significant importance on systematic human capital management, covering workforce planning, employee capability development, employee welfare and quality of working life, as well as the promotion of fair treatment of employees and respect for human rights.

1. Fair Employee Remuneration

The Company establishes a fair, transparent, and competitive remuneration policy that takes into consideration employees' performance, job responsibilities, and prevailing labor market conditions within the relevant industry. The Company regularly reviews its compensation and benefits structure to ensure alignment with business performance and prevailing economic conditions.

In addition, the Company provides appropriate employee benefits, including health insurance, provident fund contributions, and other benefits, with the aim of enhancing employees' quality of life and overall well-being.

2. Employee Training and Development

The Company continuously promotes employee capability development through an annual training plan aligned with the Company's business strategies. The training programs cover both technical skills and soft skills, including leadership, communication, and teamwork.

The Company also supports learning through various channels, including internal training, external training, and online learning. Post-training evaluations are conducted to assess the effectiveness of training programs and to identify opportunities for further improvement and development. The Company provides at least three training programs per year.

3. Employee Relations and Engagement

The Company places importance on fostering employee engagement and participation within the organization by providing employees with opportunities to express their opinions and provide feedback through various channels, including the Employee Engagement Survey and the Suggestion System.

The Company also organizes various internal activities, such as recreational activities, sports activities, Corporate Social Responsibility (CSR) activities, and employee relationship-building activities, with at least three activities per year. These initiatives aim to foster a positive working environment and strengthen relationships between employees and management.

4. Child Labor

The Company has a strict policy prohibiting the employment of child labor and complies fully with applicable labor laws and regulations. The Company has established a systematic process for verifying the age of applicants prior to employment and does not employ individuals below the minimum age prescribed by law.

5. Occupational Health and Safety

The Company places significant importance on occupational health, safety, and the working environment. The Company has established a safety management system in accordance with relevant standards, regularly conducts workplace risk assessments, and implements preventive measures against accidents and occupational illnesses.

In addition, the Company provides safety training, conducts emergency preparedness and evacuation drills, and arranges annual health check-ups for employees. These measures are intended to establish a safe working environment and promote the health and well-being of employees.

HUMAN RIGHTS DUE DILIGENCE PROCESS

The Company has established a Human Rights Due Diligence (HRDD) process based on the risk assessment approach under the United Nations Guiding Principles on Business and Human Rights (UNGPs), which emphasize the principles of Protect, Respect, and Remedy.

This framework serves as a guideline for the Company's human rights management practices. The Company recognizes the importance of identifying and addressing potential human rights impacts arising from its business operations throughout the value chain. Accordingly, the Company has established measures to manage, prevent, and remediate potential adverse human rights impacts.

The Company's Human Rights Due Diligence process consists of the following six key steps:

1. Policy Commitment
2. Human Rights Risk Assessment
3. Integrate Findings and Take Appropriate Action
4. Track and Communicate Performance
5. Communication and Reporting on Human Rights Performance
6. Remediate Adverse Impacts

EMPLOYEE MANAGEMENT PLAN

The Company recognizes employees as an important driving force behind its business operations. The Company treats employees fairly and equally, without discrimination, and respects human rights throughout the employment lifecycle.

The Company promotes fair employment practices, provides fair and appropriate remuneration, and offers appropriate employee welfare and benefits, including provident fund contributions, life insurance, health insurance, and dental benefits.

The Company also provides regular training and development opportunities to enhance employees' knowledge and capabilities and support their career advancement. Furthermore, the Company is committed to providing a positive working environment that promotes employee safety, occupational health, and well-being.

Employment

In 2025, the Company and its subsidiaries employed 763 permanent employees, comprising 182 male employees and 581 female employees.

Employee Training and Development

In 2025, the Company and its subsidiaries organized training programs to enhance employees' skills, knowledge, and capabilities. The average number of training and knowledge development hours was 23.33 hours per employee per year.

Occupational Health, Safety and Working Environment

In 2025, the Company provided a safe and healthy working environment and implemented appropriate measures to safeguard employees' lives and property. These measures were designed to minimize the risks of illness, injury, and fatalities and to promote employees' overall quality of life. The Company established the following occupational health and safety targets:

1. Injury Frequency Rate (IFR): Target not exceeding 2.5; actual result was 0.
2. Injury Severity Rate (ISR): Target not exceeding 50; actual result was 0.

Compliance with Applicable Requirements and Laws

The Company ensures compliance with applicable legal and regulatory requirements as a fundamental component of its occupational health and safety management. Key activities include:

- Annual inspection of electrical systems and buildings.
- Annual inspection of material handling elevators and passenger elevators.
- Safe forklift operation training.
- Annual fire prevention and firefighting training and emergency evacuation drills.
- Annual inspection of boiler safety.
- Annual inspection of facilities using Liquefied Petroleum Gas (LPG) for annual license renewal.

Safety Promotion and Support Activities

The Company organizes activities and initiatives to promote and support workplace safety while also providing employees with opportunities to enhance their health and well-being. Key activities include:

- Basic first aid training.
- Urine drug screening.

Employee Engagement

The Company has established an employee engagement development plan. In 2025, the voluntary employee turnover rate was 1.15% per month, representing a 1.26% decrease from the previous year. The employee engagement survey result was 47%, compared with the target of 50%.

Employee Engagement Development Plan for 2025

The Company implemented the following activities to strengthen employee engagement and foster a positive organizational culture:

Community Relations Activities

1. Organized activities for students at Wat Tonod Tia School.
2. Valentine's Day Activity
3. Songkran Festival Activity
4. Merit-Making and Candle Offering Activity
5. Flexible Benefits: Supporting self-development and preventive healthcare.
6. IP CARE Organizational Culture Promotion Activities
7. Establishment of a Workplace Wellness Club Working Committee
8. Internal Corporate Sports Competition
9. Healthy Menu and Food-as-Medicine Promotion Activities
10. IP Happiness Activities

Customer Management Plan

The Company places significant importance on building strong customer relationships and achieving a high level of customer satisfaction. The Company focuses on providing quality and safe products and services that appropriately meet customers' needs, while conducting business in an ethical, transparent, and fair manner.

To ensure effective customer management that is aligned with sustainable business development, the Company has established the following customer management approaches and action plans:

1. Development of Quality and Safe Products

The Company is committed to developing and selecting pharmaceutical and healthcare products that are of high quality, meet applicable standards, and are supported by appropriate scientific and technical information.

Quality control is implemented throughout the manufacturing and distribution processes in accordance with Good Manufacturing Practice (GMP) standards, thereby strengthening confidence among customers and consumers.

2. Accurate and Transparent Product Information

The Company places importance on communicating product information to customers in an accurate, clear, and comprehensive manner, including information regarding product characteristics, proper use, and precautions.

This enables customers and consumers to use products appropriately and safely. The Company also conducts marketing and advertising activities in accordance with ethical principles and applicable laws and regulations.

3. Customer Relationship Management

The Company places importance on developing long-term relationships with customers by providing communication and customer service channels, as well as channels for receiving customer complaints.

The Company collects customers' opinions, suggestions, and complaints and uses the information received to analyze and improve its operations and product quality.

4. Management of Customer Complaints and Feedback

The Company has established appropriate channels for receiving customer complaints and feedback, together with systematic and timely processes for reviewing and resolving issues.

These mechanisms are intended to enhance customer confidence and satisfaction and to support continuous improvement in products and services.

5. Customer Personal Data Protection

The Company places significant importance on protecting customers' personal data. The Company has established appropriate and secure measures for the collection, use, storage, and disclosure of personal data in accordance with applicable laws and regulatory requirements.

The Company continuously develops its products and services to meet customer expectations with responsibility, integrity, and ethical conduct. In 2025, the Company achieved a good level of customer satisfaction and received no significant customer complaints.

Community and Social Management Plan

The Company recognizes the importance of conducting business alongside responsibility toward communities and society. The Company focuses on building strong relationships and promoting meaningful engagement with communities associated with its business operations, with the objective of supporting sustainable development for both the Company and society.

The Company has established the following approaches and action plans for community and social management:

1. Community Relations and Engagement

The Company places importance on communication and building mutual understanding with communities surrounding its operating areas. The Company provides opportunities for communities to express their opinions, suggestions, and concerns relating to the Company's operations.

The information received is taken into consideration to improve and appropriately adjust the Company's operations.

2. Support for Social and Community Activities

The Company promotes participation in activities that benefit society and communities, including supporting public-benefit activities, providing assistance to society on appropriate occasions, and supporting projects that contribute to improving the quality of life of community members.

3. Promotion of Health and Social Well-being

Given the Company's business focus on healthcare products, the Company is committed to promoting health knowledge, healthcare awareness, and the appropriate use of healthcare products.

These initiatives aim to contribute to improving the quality of life of people and society as a whole.

4. Community Complaint Management

The Company provides channels for receiving complaints and suggestions from communities and stakeholders, enabling the Company to appropriately and transparently investigate, address, and monitor such matters.

5. Monitoring and Evaluation of Performance

The Company continuously monitors the implementation and outcomes of its community and social activities. The results of these evaluations are used to improve and further develop action plans to enhance their effectiveness and ensure alignment with community needs.

In 2025, the Company received no community complaints relating to social and environmental issues.

The Company also participated in the following social and community initiatives:

1. "DONATE BLOOD DONATE LOVE" Blood Donation Campaign

The Company collaborated with the National Blood Centre, Thai Red Cross Society, to encourage employees, customers, and members of the public to participate in the "DONATE BLOOD DONATE LOVE" blood donation campaign. The campaign was organized four times, resulting in total blood donations of 318,165 cc.

2. Donation of Medicines and Medical Supplies for Flood Relief

On 2 December 2025, the Company donated essential medicines and medical supplies with a total value of THB 834,000 to the Thai Red Cross Society to support people affected by flooding in southern provinces of Thailand.

3. Care the Wild "Plant & Protect" Project

The Company participated in the Care the Wild "Plant & Protect" project, in collaboration with the Market for Alternative Investment (mai) and the Stock Exchange of Thailand (SET), covering a total planting area of 91 rai.

4. Educational Scholarship Program

Modern Pharma Co., Ltd. implemented an educational scholarship program for students at Ban Khun Samut Chin School, Wat Laem Fah Pha School, and Wat Chom Nimit School. The program aims to support educational opportunities, reduce inequality, and promote the potential and development of young people within local communities.

GOVERNANCE DIMENSION

Good Corporate Governance

The Company recognizes that good corporate governance is a fundamental element in enhancing operational efficiency and supporting sustainable long-term growth, which ultimately contributes to creating value for all stakeholders, including employees, investors, shareholders, and other stakeholders.

Accordingly, the Board of Directors has established a Good Corporate Governance Policy covering key principles relating to the structure, roles, duties, and responsibilities of the Board of Directors, as well as principles for transparent, clear, and accountable management. The policy serves as a framework for managing the organization and ensuring that the Company's business activities are conducted fairly and in a manner that takes into consideration the best interests of shareholders and all stakeholders.

The Board of Directors places significant importance on adherence to the principles of good corporate governance. Accordingly, the Company has established and disclosed its Good Corporate Governance Policy, Code of Conduct, Anti-Corruption Policy, Human Rights Policy, Insider Trading Prevention Policy, Conflict of Interest Prevention Policy, Whistleblowing and Complaint Handling Policy, and other key policies on the Company's website.

- **Shareholders**

1. **Practices to the Shareholders**

   The Company recognizes and places importance on the fundamental rights of shareholders By facilitating all shareholders to receive various fundamental rights both as an investor in securities and as a shareholder or owners of the Company with a standard method that is accepted and reliable by providing the right to purchase, sell, transfer the securities that they hold independ Association of the Company. Moreover, all shareholders shall have the right to vote according to the number of shares held, and each share is entitled to one vote, and no shares have special privileges over other shareholders.

In addition to the fundamental rights mentioned above, the Company has also undertaken various measures to promote and facilitate the exercise of shareholders' rights for all groups of shareholders, including institutional investors, at the shareholders' meetings as follows:

1.1 The Company has scheduled an Annual General Meeting of Shareholders within 4 months from the end of the Company's fiscal year. In case of urgent necessity, a special agenda must be proposed in which this affects or relates to the interests of shareholders or relates to conditions or rules and applicable laws that require approval from shareholders. The Company will call an extraordinary general shareholders' meeting on a case-by-case basis. The meeting venue will provide the most suitable and convenient facilities for the shareholders and/or meeting via electronic media (E-Meeting).

1.2 The Company gives minority shareholders the right to propose matters to be considered as the meeting agenda. The shareholders can propose qualified persons to be elected as directors at the Annual General Meeting of Shareholders. The Company will announce and disseminate clear rules and procedures through the channels of the Stock Exchange of Thailand and on the Company website (www.interpharma.co.th). In this regard, the Board of Directors will inform the shareholders of the results of the consideration, together with reasons for acknowledgement.

1.3 The Company will send a meeting invitation letter together with supporting information for the meeting on various agendas with sufficient information to shareholders within 21 days prior to the meeting date, including published on the Company's website (www.interpharma.co.th) not less than days prior to the meeting date so that shareholders can consider the information before the meeting date.

1.4 The Company does not add any additional meeting agenda or change important information without notifying shareholders in advance, especially for significant issues that take time to consider before making a decision.

1.5 The Company provides an opportunity for shareholders to send questions for any information in each agenda, or other company information in advance of the meeting date.

1.6 Suppose shareholders cannot attend the meeting in person. In that case, the Company allows shareholders to authorize their representatives or an independent director as proposed to be a representative to attend the meeting on his/her behalf by utilizing the Company's proxy form as specified by the Ministry of

Commerce. In addition, the shareholders can also download the proxy form through the Company's website.

1.7 The Company determines the meeting's date, time and venue, considering the convenience of attending the meeting. A barcode system is arranged for registration and vote processing for quick convenience and allows shareholders to register at least two hours before the meeting.

1.8 The Company encourages the Board of Directors, executives and relevant departments, including auditors to attend a shareholders' meeting.

1.9 The Company encourages the use of ballots for important agenda and encourages independent persons to count or verify votes in the shareholders' meeting. The results of the votes for approval, disapproval, and abstention for each agenda shall be disclosed to the meeting and recorded in the minutes of the meeting.

1.10 The meeting allows shareholders equal rights to express their opinions and make suggestions before voting on any agenda. In this regard, at the shareholders' meeting, there will be directors and executives who will answer questions. Essential questions and opinions shall be recorded in the meeting minutes for review.

1.11 The Company arranges for the recording of shareholders' meetings on tape. It prepares the minutes of the shareholders' meeting with accurate, complete information, including the recording of questions and answers at the meeting with the names and surnames of the questioners and respondents, as well as the voting results for each agenda, separated by the number of votes of shareholders who agree, disagree, abstain, and voided ballots. The names of the directors who participated in the meeting and those absent from the meeting are also recorded. A copy of the shareholders' meeting minutes shall be submitted to the Stock Exchange of Thailand and published on the Company's website (www.interpharma.co.th) within 14 days from the date of the shareholders' meeting for shareholders to review.

1.12 The Company places importance on the disclosure of accurate and timely information to investors, related parties, and the general public through the Stock Exchange of Thailand website or the Company's website. In addition, if shareholders have any questions or concerns, they can contact the Investor Relations Department by telephone at 02-634-0225 or by e-mail at ir@interpharma.co.th.co.th.

2. The Equitable Treatment of Shareholders

The Company has the policy to treat all shareholders and groups equally, whether major or minor shareholders, executive shareholders, or non-executive shareholders. The Company provides an opportunity for minority shareholders to nominate persons to be elected as directors in advance at a reasonable time, allowing shareholders unable to attend the meeting in person to exercise their voting rights by authorizing others to attend the meeting and vote on their behalf. Minority shareholders are also allowed to propose additional agenda items in advance of the meeting date. The details are as follows:

1.) Minority Shareholder Management

1.1 The Company takes care of minority shareholders. Minority shareholders can make suggestions, express opinions, notify of clues, or report complaints through the channels specified by the Company, such as postal mail, or deliver to the Chairman of the Board and/or the Chairman of the Audit Committee at the Company's address, by electronic mail (e-mail) at comsec@interpharma.co.th or via the Company's website at www.interpharma.co.th. The complaint receiver will consider taking appropriate action in each case or submit the case to the whistleblower investigator, who will be the person, group of people, or organization that has been considered appropriate, to consider independence in taking actions according to the content or issues received in complaints to investigate complaints or gather facts along with progress monitoring to ensure that appropriate action is taken in response to received complaints or cases where suggestions are deemed to be important issues affecting stakeholders as a whole or the Company's business. The matter will be proposed to the Board of Directors Meeting for consideration and set as an agenda item in the shareholders' meeting.

1.2 The Company clearly sets the criteria for minority shareholders to propose additional meeting agendas in advance of the meeting date to show fairness and transparency in considering adding or not adding an agenda proposed by minority shareholders.

The qualifications of shareholders who will propose the above agenda are in accordance with Section 89/28 of the Securities and Exchange Act, which requires one or more shareholders who hold shares and have the right to vote in aggregate not less than 5% of the total number of voting rights of the Company and shall hold the Company's shares continuously from the date of holding until the date of proposing such an agenda for not less than 12 months and must hold the shares until the date of the Annual General Meeting of Shareholders. Such shareholders shall have the right to make a letter proposing the agenda to be included in the shareholders' meeting agenda, as mentioned above. In proposing an agenda for the Annual General Meeting of Shareholders, shareholders must specify the objectives and details of the proposed matter with useful information for consideration.

The Company reserves the right to refuse to include the matter in the meeting agenda in the following cases:

1. Matters related to the normal business operations of the Company where the facts do not show any reasonable doubt about the abnormalities in such matters
2. Matters beyond the Company's authority to proceed
3. Matters required by laws to be considered by the shareholders' meeting that the Company has included in the agenda for every meeting
4. Matters that are not beneficial to the Company's operations
5. Matters contrary to laws, notices, regulations, rules, and regulations of government agencies or agencies that supervise the Company
6. Matters that conflict with the objectives, regulations, resolutions of the shareholders' meeting, and good corporate governance principles of the Company
7. Matters where the information provided by the shareholder is incomplete or incorrect; or when the Company requires additional information but cannot contact the shareholder who proposed the matter
8. Matters previously proposed to the shareholders' meeting for consideration in the past 12 months and supported by votes of less than 10 % of the Company's total voting rights. The facts have mostly stayed the same from the facts at the time they were presented at the previous shareholders' meeting
9. Matters that the Company has already proceeded
10. there matters such as duplicated matters that have been proposed before, etc.

In the event that the shareholders fail to comply with the prescribed rules, the Company will inform the shareholders of such matters at that meeting of shareholders. The reason for the refusal to include such matters will be stated.

Proposals to be included in the agenda of the Annual General Meeting of Shareholders will be reviewed by the Company Secretary and presented to the Board of Directors for consideration and eventual inclusion in the agenda. The opinion of the Board of Directors shall be deemed final.

1.3 The procedure for minority shareholders to nominate candidates for the position of director is to make the nomination through the Company secretary at least 3 months prior to the meeting date, along with information for considering the qualifications and consent of the nominee.

The qualifications of shareholders to nominate a person for consideration as mentioned above are in accordance with Section 89/28 of the Securities and Exchange Act, which requires one or more shareholders holding shares and having voting rights in aggregate of not less than 5 % of the total number of voting rights of the Company. The shares must be held continuously from the date of shareholding until the date of proposing such an agenda for not less than 12 months. In addition, shareholders who hold shares until the date of the general meeting of shareholders have the right to nominate a person to be considered for election as a director of the Company.

A person who will be nominated for a director position must have all qualifications in accordance with the Public Company Limited Act, the Securities and Exchange Act, as well as the regulations of the Securities and Exchange Commission, the Capital Market Supervisory Board, the Stock Exchange of Thailand, and the Company's regulations, including other qualifications as specified by the Company. Qualifications of directors include knowledge, competence, expertise, and experience that can benefit and suit the nature of the business of the Company, have good work records, are independent, perform their duties with honesty, morality, and ethics, and be able to regularly attend the Board of Directors Meetings, etc.

Any person to be nominated as a director of the Company will be reviewed by the Nomination and Remuneration Committee and presented to the Board of Directors for consideration and submission to the Shareholders' Meeting or not. The opinion of the Board of Directors shall be deemed final.

1.4 Shareholders are given the opportunity to exercise their rights to appoint individual directors. The selection and appointment of directors are in accordance with the method specified in the Company's articles of association. One shareholder has a vote equal to one share per vote, and in the election of directors, the voting method shall be used to select directors individually, and shareholders have the right to elect nominated candidates as directors, not exceeding the number of directors elected at that time. The votes cannot be split, even in the case of the election of several people as directors. The person receiving the highest number of votes in descending order will be elected as a director in an amount equal to the number of directors to be elected at that time. In the event that the candidates in subsequent order have equal votes, which would otherwise exceed the number of directors required or to be elected at that time, the chairman of the meeting shall have a casting vote. The shareholders' meeting must approve the appointed directors. The resolution of the shareholders' meeting is based on the majority vote of the shareholders who attend the meeting and have the right to vote.

1.5 The Company has the policy to add an agenda to the shareholders' meeting only if absolutely necessary, especially an important agenda requiring shareholders to study the information before making a decision. Therefore, the shareholders shall have the opportunity to consider the information pertaining to the agenda before making a decision. In this regard, it does not limit the right to attend the shareholders' meeting for those who are late, etc.

- Employee

The Company gives importance to employees as a valuable resource, strives to develop the abilities of all employees continuously, ensures the quality of their work lives is comparable to that of leading companies, and ensures employees are happy at work, feel pride, and create a bond with the organization. In the past, the Company has organized various projects to support and create a collaborative atmosphere, to create new things, to enhance the potential of employees to be ready for work, and to cope with situations in all aspects that may have a holistic impact. The Company also places great importance on maintaining health, safety, and the working environment, including appropriate compensation. The practices are as follows:

1. The Company shall take care and treat employees fairly and equally, respect human rights as well as give compensation to employees fairly and comparably to other industries at the same level, and provide appropriate welfare.
2. The Company places importance on the development of knowledge, abilities, and skills of employees by encouraging employees to receive training to sharpen their skills and knowledge thoroughly and regularly.
3. The Company shall avoid taking any unfair action that may threaten and put pressure on the mental status of employees or may affect the job security of employees.
4. The Company shall maintain the working environment to be safe for the life and assets of employees by providing an environment, occupational health, and safety in the workplace.
5. Appointment and transfer of employees, including rewards and punishments, shall be conducted with good faith d based on their knowledge, ability, and suitability.
6. The Company shall arrange to listen to opinions and suggestions, including providing channels for employees to file complaints in case of unfair treatment or giving clues about possible illegal acts. It shall have a corrective process as well as measures to protect such employees.
7. Employees shall strictly comply with applicable rules, regulations, and laws.

- Customer

The Company is committed to continually improving the quality of products and services for customers to create higher customer satisfaction than expected. In this regard, the Company shall understand the customers' needs and the Company to be able to offer services and meet the needs of customers appropriately as follows:

1. The Company shall deliver quality and standard products and services to customers within the specified timeframe and under fair conditions.
2. The Company shall provide complete, accurate, sufficient, and up-to-date information about the products and services of the Company to customers so that customers have enough information to decide without

exaggerating both in advertising and in other communication channels, which causes customers to misunderstand the quality, quantity, or any conditions of the products or services.

3. The Company shall have customer confidentiality measures and not use the information for its own benefit or for those involved wrongfully.
4. The Company shall provide an efficient system and channels for customers to complain about the quality of products and services.
5. The Company shall strictly comply with various conditions towards customers. In the event that the conditions cannot be met, the action shall be notified to the customer in advance to consider finding solutions together.
6. Customer satisfaction is followed up and assessed in order to develop and improve products and services.

- Business competitors

The Company adheres to the framework of honest trade competition by adhering to conducting business with fairness within the framework of the laws and code of conduct. In the past, the Company did not have any disputes with business competitors. The practices are as follows:

1. Behave under the framework of good competition rules by adhering to the rules of fair competition, transparency, and not taking advantage.
2. Do not seek competitors' confidential information through a dishonest or inappropriate method.
3. Do not damage the reputation and accuse competitors of malicious accusations, fake news, or attacking competitors.
4. Do not agree with competitors or any person in a manner that reduces or limits the trade competition.
5. In dealing with commercial competitors, the Company's employees shall not disclose or neglect the Company's secrets to fall into the hands of competitors.

- Suppliers

The Company complies with the framework of honest trade competition and strictly adheres to the promises made to customers by adhering to fair contracts with partners, building trust, good relationships, and cooperation in order to develop potential and efficiency in long-term business cooperation, and having a policy of delivering products based on quality and on time. The practices are as follows:

1. The Company shall treat partners and/or creditors with equality and fairness, and based on fair returns to both parties. It shall strictly comply with the contracts or conditions that have been agreed upon. In the event that one of the conditions cannot be met, it shall notify business partners and/or creditors in advance to consider finding solutions together.

2. In business negotiations, executives and all employees should refrain from demanding, accepting, or paying any benefits that are dishonest in trading with business partners and/or creditors. If there is information that is any request, acceptance, or payment of dishonest benefits, the Company shall disclose details to business partners and/or creditors and solve problems fairly and rapidly together.
3. The Company shall regularly report an accurate and complete financial information to creditors in a timely manner.

- Creditors

The Company keeps its commitments and strictly complies with its conditions and obligations to its creditors, including business creditors, financial institution creditors, etc. In addition, the Company participates in various activities and projects for its creditors to build good relationships with all creditors as well.

- Government agencies

The Company is committed to conducting business with honesty and compliance with laws, operating business with the government transparently and fairly as a normal customer, providing good confidence and cooperation with the public sector in order to solve problems, developing a good environment for society, and providing support to the public sector in various areas to create benefits for society and for the public.

- Community and society

The Company will operate its business with ethics towards all stakeholders and is committed to improving the quality of life in every locality where it operates for social activities in various areas, including flood and disaster relief assistance. In addition, employees and related parties are encouraged to participate in being good citizens who benefit communities and society in order to grow together sustainably. Even during the economic crisis, the Company continues to carry out activities for the community and society by dedicating creativity, knowledge, and ability to enhance the effectiveness of social project management and cause maximum benefit to the community and society. The practices are as follows:

1. Support activities that are beneficial to society, community, and the environment.
2. Regularly return a part of the organization's profits to activities that shall contribute to society.
3. Do not take any action that has a detrimental effect on natural resources and the environment.
4. Cultivate consciousness in executives and employees of the Company to take social, community, and environmental responsibility to occur among employees at all levels continuously and consistently.
5. Control to ensure strict compliance with laws and regulations that are related to the environment, including supporting activities that are beneficial to society, community, and the environment on a regular basis.
6. Provide measures for saving energy saving and using resources efficiently and cost-effectively.

Code of Conduct

Inter Pharma Public Company Limited (the "Company") is committed to conducting its business with integrity, honesty, transparency, fairness, and accountability to all stakeholders. The Company adopts the principles of good corporate governance and its Code of Conduct as a framework for the conduct of business by the Board of Directors, executives, and employees at all levels.

The Company places significant importance on compliance with applicable laws, regulations, and requirements; prevention of all forms of corruption and bribery; prevention and management of conflicts of interest; prevention of insider trading; confidentiality and data protection; fair treatment of stakeholders; respect for human rights; and occupational health, safety, and environmental protection.

The Company provides communication and training on the Code of Conduct, whistleblowing and complaint channels, protection mechanisms for whistleblowers, as well as processes for monitoring, investigating, and taking appropriate action in cases of non-compliance.

These mechanisms are intended to foster an organizational culture grounded in integrity, transparency, and accountability, strengthen stakeholder confidence, and support the Company's good governance and sustainable long-term growth.

Anti-Corruption

The Company's directors, executives, and employees are firmly committed to combating corruption in all forms, whether direct or indirect. This includes prohibiting the offering or acceptance of bribes or any improper inducements, as well as instructing or authorizing others to offer or accept bribes or improper inducements on one's behalf.

Accordingly, all directors, executives, and employees are required to strictly comply with the Company's anti-corruption principles and refrain from engaging in any form of bribery or corrupt practices.

The Company has established a written Anti-Corruption Policy as a framework for conducting business and developing the organization in a sustainable manner. The Company regularly reviews compliance with the Anti-Corruption Policy and continuously reviews its practices and requirements to ensure that they remain aligned with changes in the business environment, regulations, rules, and applicable laws.

The Board of Directors reviews the Anti-Corruption Policy on an annual basis. In 2025, the Company received no complaints relating to corruption or corrupt practices.

The Company has also announced its intention to participate in the Thai Private Sector Collective Action Against Corruption (CAC) and is currently in the process of completing the 71-item CAC assessment checklist.

Whistleblowing

The Company has established a Whistleblowing and Complaint Handling Policy to provide channels through which individuals who have witnessed, become aware of, or in good faith suspected any unlawful conduct, violations of the Code of Conduct, suspected corrupt practices, or conduct that may cause damage to the Company can report concerns or provide information to the Company.

A whistleblower or complainant may be any person who has witnessed, received information about, or reasonably suspects misconduct in good faith, regardless of whether such person has personally suffered any damage or adverse impact arising from the Company's business operations or from the actions of the Company's directors, executives, or employees.

Reportable matters include violations or non-compliance with applicable laws and government regulations, principles of good corporate governance, the Code of Conduct, Company policies, rules and regulations, as well as conduct that may indicate corruption or other misconduct.

Individuals who identify potential violations may report such matters to the Board of Directors through the channels designated by the Company. All reports received will be subject to a fact-finding and investigation process. The Company is committed to providing appropriate protection to whistleblowers and complainants throughout the process.

In 2025, the Company received no whistleblowing reports or complaints relating to violations of the Code of Conduct, corruption, or human rights violations.

Whistleblower and Complainant Protection Measures

- The Company has established the following measures to protect whistleblowers, complainants, and individuals involved in investigations:
- The Company will maintain the confidentiality of information and the identities of whistleblowers, complainants, and persons subject to complaints.
- Information will be disclosed only to the extent necessary, taking into consideration the safety and potential impact on the whistleblower, information source, complainant, or other relevant persons.
- Individuals who have suffered adverse impacts will be provided with appropriate and fair remedial measures.
- The Company will not take any unfair action against whistleblowers, complainants, or individuals who cooperate in fact-finding investigations, including changes to their position, duties, or workplace, suspension, termination of employment, or any other action that constitutes unfair treatment.

Whistleblowing and Complaint Channels

Individuals may submit whistleblowing reports or complaints through the following channels:

1. By mail or in person at:

Chairman of the Board of Directors and/or Chairman of the Audit Committee

Inter Pharma Public Company Limited

140/9 ITF Tower, 9th Floor, Silom Road,

Suriyawong, Bang Rak, Bangkok 10500, Thailand

2. Email: comsec@interpharma.co.th

3. Company Website: www.interpharma.co.th

Investigation and Disciplinary Process

The Company provides employees and other relevant stakeholders with channels through which concerns and opinions may be raised independently. This mechanism supports continuous improvement and contributes to the Company's sustainable development. The investigation and disciplinary process is as follows:

1. Receipt of a Whistleblowing Report

Upon receiving a whistleblowing report or complaint, the Audit Committee will assign the Internal Auditor or appoint a fact-finding investigation committee to conduct an initial review and investigation. Progress and investigation results will be communicated periodically to the whistleblower or complainant, as appropriate.

2. Right of the Accused to Respond

If the investigation identifies reasonable grounds or evidence indicating that the accused may have committed an alleged violation, the Company will provide the accused with an opportunity to be informed of the allegations and to present information or additional evidence demonstrating that he or she was not involved in the alleged misconduct.

3. Disciplinary and Legal Measures

If the investigation confirms that the accused has committed the violation, whether the individual is a director, executive, or employee, the person will be subject to disciplinary action in accordance with the Company's applicable rules and regulations.

Where the misconduct constitutes a violation of applicable law, the person may also be subject to legal penalties. Disciplinary action will be taken in accordance with the Company's established regulations, and the decision of the Audit Committee shall be considered final.

4. Reporting of Investigation Results

The Chairman of the Audit Committee, an Independent Director, or the Company Secretary will report the investigation results to the Board of Directors for acknowledgement and, where the complainant has disclosed his or her identity, communicate the outcome to the relevant stakeholder who submitted the complaint.

Prevention of Insider Trading and Conflicts of Interest

The Company and its subsidiaries recognize the importance of preventing the misuse of inside information. The Company prohibits directors, executives, and employees from disclosing or using confidential and material information that may affect the Company's securities price or information that, if disclosed, could cause damage or place the Company at a disadvantage.

Directors, executives, and employees are prohibited from disclosing confidential information and/or material non-public information to any person or using such information for their own benefit or for the benefit of others, whether directly or indirectly, and regardless of whether any compensation or other benefit is received.

They are also prohibited from trading in the Company's securities using inside information.

To comply with the Securities and Exchange Act B.E. 2535 (1992), as amended, and the relevant notifications and guidelines of the Stock Exchange of Thailand concerning the disclosure of information by listed companies, the Company has established measures and guidelines to prevent the misuse of inside information.

Data Privacy and Cybersecurity

The Company places significant importance on the protection of personal data and the security of information under the Company's responsibility. The Company has established policies and measures relating to personal data protection and information security to prevent unauthorized access to, use, disclosure, alteration, or loss of information. The Company continuously monitors risks associated with Cybersecurity and Data Privacy and promotes employees' knowledge and awareness of data protection and information security through ongoing communication and awareness-building initiatives. These measures are intended to strengthen the Company's information security resilience, protect personal data, maintain stakeholder confidence, and support responsible and sustainable business operations.