



**ESG Performance Report  
for Listed Companies in 2025**

**INTER PHARMA PUBLIC COMPANY LIMITED**

Fiscal Year End 31 December 2025

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# ESG Performance

Company Name : INTER PHARMA PUBLIC COMPANY LIMITED

Symbol : IP

Market : SET

Industry Group : Consumer Products

Sector : Personal Products & Pharmaceuticals

## Environmental management

### Information on environmental policy and guidelines

#### Environmental policy and guidelines

Environmental policy and guidelines : Yes

Environmental guidelines : Electricity management, Fuel management, Renewable/clean energy management, Waste management, Greenhouse gas and climate change management, Air quality management, Noise pollution management

The company is committed to improving and maintaining the environment in accordance with the established standards in a proper and continuous manner. Furthermore, the company aims to continuously and sustainably enhance environmental quality. To ensure that the policy achieves its objectives, the company has the following approach in its operations.

#### **1. Adhere to the laws and environmental regulations related to the company's activities.**

*-The company monitors and evaluates compliance with environmental regulations and laws on a monthly basis to ensure that its operations align with the requirements and legal standards.*

#### **2. Committed to controlling and preventing pollution in terms of wastewater management, air quality, waste disposal and nuisances to the community and the environment.**

*-The company treats pollution before releasing it into the environment and conducts regular monitoring by measuring pollutant levels from the air vents annually.*

#### **3. Focus on maximizing the efficiency of resource and energy use and promote recycling.**

*-The company ensures the maximum utilization of resources such as the use of Re-use paper (for non-pharmaceutical system documents), segregates waste to reduce the use of new resources and promotes energy conservation campaigns.*

#### **4. Continuously improve and develop environmental management in an efficient and effective manner.**

*-The company assesses environmental issues to identify significant problems and takes corrective actions or controls them to acceptable levels. Additionally, the company regularly maintains and repairs systems related to environmental management to ensure their readiness for use, such as the Dust Collector, Fume Hood, etc.*

#### **5. Disseminate information and promote participation in environmental management, while communicating with all relevant stakeholders.**

*-The company ensures the dissemination of the environmental policy to employees and stakeholders, as well as organizes activities to promote and raise environmental awareness among employees.*

### Information on review of environmental policies, guidelines, and/or objectives over the past years

#### Review of environmental policies, guidelines, and/or goals over the past year

Review of environmental policies, guidelines, and/or goals over the past year : Yes

Changes in environmental policies, guidelines, : Greenhouse gas and climate change management  
and/or goals

In the past year, environmental objectives related to greenhouse gas (GHG) management and climate change have been reviewed and updated, establishing the baseline year for greenhouse gas (GHG) emissions from transportation of raw materials and packaging.

## **Information on compliance with environmental management principles and standards**

### **Compliance with environmental management principles and standards**

Environmental management principles and standards : Other : In accordance with applicable requirements and laws.

### **Compliance with energy management principles and standards**

Energy management principles and standards : Other : In accordance with applicable requirements and laws.

### **Compliance with water management principles and standards**

Water management principles and standards : Other : -

### **Compliance with waste management principles and standards**

Waste management principles and standards : Other : According to the relevant environmental laws

### **Compliance with greenhouse gas or climate change management principles and standards**

Greenhouse gas or climate change management : Thailand Greenhouse Gas Management Organization (TGO)  
principles and standards

## **Information on other environmental management**

### **Plans, performance, and outcomes related to other environmental management**

#### **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.

## **Information on incidents related to legal violations or negative environmental impacts**

### **Number of cases and incidents of legal violations or negative environmental impacts**

	<b>2023</b>	<b>2024</b>	<b>2025</b>
Number of cases or incidents of legal violations or negative environmental impact (cases)	0	0	0

## Energy management

### Disclosure boundary in energy management in the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	6
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	16.67

### Information on energy management

#### Energy management plan

The company's energy management plan : Yes

The Company recognizes the importance of efficient energy utilization and minimizing environmental impacts. The Company has therefore established a systematic energy management approach to support sustainable business operations and reduce energy-related costs in the long term. The key practices are as follows:

##### 1. Energy Policy and Targets

The Company has established an energy efficiency policy and set 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 where appropriate.

##### 2. Improvement of Energy Efficiency in Operations

The Company continuously improves the efficiency of equipment and systems within its operations, including:

- Selecting energy-efficient equipment and machinery
- Upgrading lighting systems to energy-saving solutions such as LED lighting
- Optimizing the management of air-conditioning and electrical systems to enhance efficiency
- Conducting regular inspections and maintenance of equipment to reduce energy loss

##### 3. Monitoring and Evaluation of Energy Consumption

The Company regularly monitors and records energy consumption data to analyze energy usage trends and identify opportunities to improve energy efficiency on an ongoing basis.

##### 4. Employee Awareness and Participation

The Company encourages employee participation in energy conservation by promoting awareness of efficient energy use, such as turning off electrical equipment when not in use and utilizing resources responsibly.

##### 5. Supporting Sustainable Business Operations

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

### Information on setting goals for managing energy

#### Setting goals for managing electricity and/or oil and fuel

Does the company set goals for electricity and/or : Yes  
fuel management

#### 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

## Information on performance and outcomes of energy management

### Performance and outcomes of energy management

Performance and outcomes of energy management : Yes

#### A project to convert forklifts in the warehouse area from diesel to electric fuel.

Diesel fuel usage for forklifts in warehouse areas can be reduced by 3.23% from the target of 12% due to delays in the electric forklift import plan. Electric forklifts are expected to be in use from October 15, 2025 onwards.

## Information on electricity management

### Company's electricity consumption <sup>(\*)</sup>

	2023	2024	2025
<b>Total electricity consumption within the organization (Kilowatt-Hours)</b>	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
Intensity ratio of total electricity consumption within the organization to total number of employees (Kilowatt-Hours / Person / Year)	8,783.29	8,041.44	7,367.37

Additional explanation : <sup>(\*)</sup> Exclude electricity consumption outside of the Company

### Electricity Consumption Intensity

	2023	2024	2025
Intensity of total electricity consumption within the organization (Kilowatt-Hours / m <sup>2</sup> )	27,971.38000000	29,815.17000000	28,827.17000000

### Electricity Expense <sup>(\*)</sup>

	2023	2024	2025
Total electricity expense (Baht)	27,182,268.43	22,118,929.23	17,836,989.82
Percentage of total electricity expense to total expenses (%) <sup>(**)</sup>	1.61	1.20	0.88
Percentage of total electricity expense to total revenues (%) <sup>(**)</sup>	1.51	1.16	0.81
Intensity ratio of total electricity expense to total number of employees (Baht / Person / Year)	43,771.77	30,593.26	23,377.44

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

### Information on fuel management

#### Companys fuel consumption

	2023	2024	2025
Jet fuel (Litres)	0.00	0.00	0.00
Diesel (Litres)	9,123.00	9,548.12	1,647.00
Gasoline (Litres)	53,764.00	52,688.00	0.00
Fuel oil (Litres)	0.00	0.00	0.00
Crude oil (Barrels)	0.00	0.00	0.00
Natural gas (Standard Cubic Feet)	0.00	0.00	0.00
LPG (Kilograms)	129,852.00	107,007.00	229,872.00

	2023	2024	2025
Steam (Metric tonnes)	0.00	0.00	0.00
Coal (Metric tonnes)	0.00	0.00	0.00

Additional explanation : Not include external fuel consumption

### Company's fuel expense <sup>(\*)</sup>

	2023	2024	2025
Total fuel expense (Baht)	0.00	0.00	0.00
Percentage of total fuel expense to total expenses (%) <sup>(**)</sup>	0.00	0.00	0.00
Percentage of total fuel expense to total revenues (%) <sup>(**)</sup>	0.00	0.00	0.00

Additional explanation : <sup>(\*)</sup> Exclude electricity expense outside of the Company

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

### Information on total energy management (electricity + fuel)

#### Energy Consumption

	2023	2024	2025
Total energy consumption within the organization (Megawatt-Hours)	0.00	0.00	0.00

#### Energy Consumption Intensity

	2023	2024	2025
Intensity ratio of total energy consumption within the organization to total revenues (Megawatt-Hours / Thousand Baht of total revenues) <sup>(*)</sup>	0.00000000	0.00000000	0.00000000

	2023	2024	2025
Intensity of total energy consumption within the organization (Megawatt-Hours / m <sup>2</sup> )	0.00000000	0.00000000	0.00000000

Additional explanation : (\*) Total revenues and expenses from consolidated financial statement

## Water management

### Disclosure boundary in water management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	6
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	16.67

### Information on water management plan

#### Water management plan

The Company's water management plan : Yes

The Company places importance on efficient water resource management and environmental responsibility. The Company has established a systematic approach to water management to ensure efficient water utilization, minimize environmental impacts, and support sustainable business operations. The key practices are as follows:

1. Efficient Water Utilization

The Company promotes the appropriate use of water across all operational processes by implementing measures to control and manage water consumption effectively. Efforts are made to reduce unnecessary water use and improve operational processes in order to minimize water loss.

2. Monitoring and Control of Water Consumption

The Company regularly monitors and records water consumption data to analyze usage trends and identify opportunities to reduce water consumption and enhance the efficiency of water resource management.

3. Wastewater Treatment and Management

The Company has established appropriate wastewater treatment and management systems to ensure that wastewater is treated in compliance with applicable laws and regulations prior to being discharged into the environment, thereby minimizing impacts on surrounding water sources and ecosystems.

4. Promoting Water Conservation Awareness

The Company encourages employees to recognize the importance of water conservation by promoting responsible and efficient water use, as well as participation in environmental stewardship.

5. Supporting Sustainable Business Operations

The Company remains committed to continuously improving its water management practices to support environmental objectives, reduce impacts on natural resources, and strengthen long-term business sustainability.

### Information on setting goals for water management

#### Setting goals for water management

Does the company set goals for water management : Yes

#### Details of setting goals for water management

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

## Information on performance and outcomes of water management

### Performance and outcomes of water management

Performance and outcomes of water management : Yes

The Company continuously implements water resource management practices with a focus on efficient water utilization in its operational processes, regular monitoring and control of water consumption, and proper wastewater management in compliance with applicable laws and regulations. During the year, the Company implemented measures to reduce water consumption and enhance water-use efficiency in its operations. These measures included improving operational processes to minimize water loss, regularly monitoring water consumption data, and promoting employee awareness of responsible and efficient water use. As a result of these initiatives, the Company has effectively managed its water consumption and wastewater treatment in compliance with relevant legal and regulatory requirements. There were no significant incidents related to wastewater discharge that adversely affected the environment. The Company remains committed to continuously improving its water management practices to enhance resource efficiency and support sustainable business operations.

## Information on water management

### Water withdrawal by source

	2023	2024	2025
<b>Total water withdrawal (Cubic meters)</b>	33,735.00	29,457.00	29,978.00
Water withdrawal by third-party water (cubic meters)	9,970.00	17,157.00	29,978.00
Water withdrawal by surface water (cubic meters)	0.00	0.00	0.00
Water withdrawal by groundwater (cubic meters)	0.00	0.00	0.00

	2023	2024	2025
Water withdrawal by seawater (cubic meters)	0.00	0.00	0.00
Water withdrawal by produced water (cubic meters)	23,765.00	12,300.00	0.00
Intensity ratio of total water withdrawal to total number of employees (Cubic meters / Person / Year)	54.32	40.74	39.29
Intensity ratio of total water withdrawal to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.02	0.02	0.01

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

#### Water discharge by destinations

	2023	2024	2025
Percentage of treated wastewater (%)	0.00	0.00	80.00
<b>Total wastewater discharge (cubic meters)</b>	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
Wastewater discharged to surface water (cubic meters)	0.00	0.00	0.00
Wastewater discharged to groundwater (cubic meters)	0.00	0.00	0.00
Wastewater discharged to seawater (cubic meters)	0.00	0.00	0.00

#### Water consumption

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

#### Recycled water consumption

	2023	2024	2025
Total recycled water for consumption (Cubic meters)	0.00	0.00	0.00

#### Water Consumption Intensity

	2023	2024	2025
Intensity ratio of total water consumption to total revenues (Cubic meters / Thousand Baht of total revenues) <sup>(*)</sup>	0.00375089	0.00308136	0.00270797
Intensity of total water consumption (Cubic meters / m <sup>2</sup> )	0.00000000	0.00000000	0.00000000

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

#### Water withdrawal expenses

	2023	2024	2025
<b>Total water withdrawal expense (Baht)</b>	610,050.61	599,707.77	625,338.00
Total water withdrawal expense from third-party water (Baht)	610,050.61	599,707.77	625,338.00
Total water withdrawal expense from other sources (Baht)	0.00	0.00	0.00
Percentage of total water withdrawal expense to total expenses (%) <sup>(*)</sup>	0.04	0.03	0.03
Percentage of total water withdrawal expense to total revenues (%) <sup>(*)</sup>	0.03	0.03	0.03
Intensity ratio of total water withdrawal expense to total number of employees (Baht / Person / Year)	982.37	829.47	819.58

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Waste management

### Disclosure boundary in waste management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	6
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	16.67

### Information on waste management plan

#### Waste management plan

The company's waste management plan : Yes

The Company) places importance on effective waste and waste management in accordance with environmental principles. The Company focuses on waste reduction at the source, efficient resource utilization, and proper waste management in compliance with applicable laws and regulations in order to prevent and minimize environmental impacts while supporting sustainable business operations.

The Company implements measures to reduce waste generated from its operations through improved resource efficiency and appropriate material management. Waste is segregated by category, such as general waste, recyclable waste, and waste requiring special handling, to facilitate resource recovery, reduce the amount of waste requiring disposal, and support the concept of circular resource utilization. Waste generated from operations is properly collected, controlled, and disposed of by licensed service providers in compliance with relevant environmental regulations. The Company also monitors and records waste generation data on a regular basis to analyze trends and continuously improve waste management efficiency.

In addition, the Company promotes employee participation in waste reduction and efficient resource utilization by fostering environmental awareness and encouraging waste segregation within the organization. The Company remains committed to continuously enhancing its waste management practices to minimize environmental impacts, improve resource efficiency, and strengthen long-term business sustainability.

### Information on setting goals for waste management

#### Setting goals for waste management

Does the company set goals for waste management : No

#### Details of setting goals for waste management

### Information on performance and outcomes of waste management

#### Performance and outcomes of waste management

The company's performance and outcomes of waste management : Yes

The Company places importance on the proper disposal and treatment of all types of waste in accordance with applicable laws and environmental standards. This covers hazardous waste, recyclable waste, and general waste. The Company carefully selects licensed organizations or service providers that are legally authorized to handle the disposal of each type of waste as follows:

- General waste and municipal solid waste are collected and disposed of by organizations or individuals authorized by local administrative authorities, such as Subdistrict Administrative Organizations (SAO) or municipalities, with valid operating licenses.
- Recyclable waste is transferred to licensed operators under Category 105 for recycling or resource recovery, with licenses that are renewed on an annual basis in accordance with legal requirements.
- Hazardous waste is managed and disposed of by licensed operators under Category 101 or 106, who are authorized under relevant regulations and maintain valid permits renewed annually.

The Company recognizes that landfill disposal, although commonly used due to its relative simplicity, may cause long-term environmental impacts, particularly greenhouse gas emissions from the decomposition of waste in landfill sites, as well as energy consumption associated with waste collection, transportation, and landfill operations.

To mitigate such impacts, the Company has initiated a landfill reduction approach aimed at minimizing waste disposal through landfill. Key initiatives include the following:

1. Identifying and selecting waste treatment and disposal service providers that are capable of implementing alternative and more environmentally friendly treatment methods.
2. Reducing the volume of used lamps and printer cartridges sent for landfill disposal. The Company separates packaging materials, such as cardboard boxes and protective wrapping, from these waste items prior to disposal. This practice helps reduce the volume of waste sent to landfill, lowers waste management costs, and enables paper packaging materials to be recycled, thereby conserving natural resources and reducing the need for tree harvesting in paper production.

## Information on waste management

### Waste Generation <sup>(\*)</sup>

	2023	2024	2025
<b>Total waste generated (Kilograms)</b>	0.00	53,548.00	35,925.00
<b>Total non-hazardous waste (kilograms)</b>	0.00	53,548.00	27,375.00
Non-hazardous waste - Landfilling (Kilograms)	0.00	26,225.00	27,375.00
Non-hazardous waste - Incineration with energy recovery (Kilograms)	0.00	470.00	0.00
Non-hazardous waste - Incineration without energy recovery (Kilograms)	0.00	26,853.00	0.00

	2023	2024	2025
Non-hazardous waste Others (kilograms)	0.00	0.00	0.00
<b>Total hazardous waste (kilograms)</b>	0.00	0.00	8,550.00
Hazardous waste - Landfilling (Kilograms)	0.00	0.00	2,190.00
Hazardous waste - Incineration with energy recovery (Kilograms)	0.00	0.00	0.00
Hazardous waste - Incineration without energy recovery (Kilograms)	0.00	0.00	6,160.00
Hazardous waste Others (kilograms)	0.00	0.00	200.00
Intensity ratio of total waste generated to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.00	0.03	0.02
Intensity ratio of total non-hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.00	0.03	0.01
Intensity ratio of total hazardous waste to total revenues (Kilograms / Thousand Baht of total revenues) <sup>(**)</sup>	0.00	0.00	0.00

Additional explanation : <sup>(\*)</sup> Exclude the total weight of waste generated outside of the Company, which is not responsible for the waste disposal or treatment cost

<sup>(\*\*)</sup> Total revenues and expenses from consolidated financial statement

#### Waste reuse and recycling

	2023	2024	2025
<b>Total reused/recycled waste (Kilograms)</b>	0.00	0.00	0.00
<b>Reused/Recycled non-hazardous waste (Kilograms)</b>	0.00	0.00	0.00
Reused non-hazardous waste (Kilograms)	0.00	0.00	0.00

	2023	2024	2025
Recycled non-hazardous waste (Kilograms)	0.00	0.00	0.00
<b>Reused/Recycled hazardous waste (Kilograms)</b>	0.00	0.00	0.00
Reused hazardous waste (Kilograms)	0.00	0.00	0.00
<b>Recycled hazardous waste (Kilograms)</b>	0.00	0.00	0.00
Percentage of total reused/recycled waste to total waste generated (%)	N/A	0.00	0.00
Percentage of reused/recycled non-hazardous waste to non-hazardous waste (%)	N/A	0.00	0.00
Percentage of reused/recycled hazardous waste to hazardous waste (%)	N/A	N/A	0.00

*Additional explanation :* Exclude the total weight of reused/recycled waste outside of the Company, which is not responsible for the waste disposal or treatment cost

## Greenhouse gas management

### Disclosure boundary in greenhouse gas management over the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	6
Actual number of disclosure boundaries	:	1
Data disclosure coverage (%)	:	16.67

### Information on greenhouse gas management plan

#### Greenhouse gas management plan

The company's greenhouse gas management plan : Yes

The Company prepares an annual greenhouse gas inventory. This includes collecting data on both direct and indirect greenhouse gas emissions within Scope 1 and 2, such as diesel fuel use, liquefied petroleum gas use, electricity consumption, fire extinguishing agents use, refrigerant use, and restroom use. This data is then used to assess the organization's greenhouse gas emission status and identify ways to reduce emissions.

### Information on setting greenhouse gas emission goals

#### Setting greenhouse gas emission goals

Does the company set greenhouse gas management goals : Yes

Company's existing targets : Setting net-zero greenhouse gas emissions targets, Setting other greenhouse gas reduction targets

#### Setting net-zero greenhouse gas emissions targets

##### Details of setting net-zero greenhouse gas emissions targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year	Certification
Scope 1	2023 : Greenhouse gas emissions 3,595.09 tCO <sub>2</sub> e	-	2050 : Reduced by 100% in comparison to the base year	<ul style="list-style-type: none"><li>• Thailand Greenhouse Gas Management Organization (TGO) : None</li><li>• Science-based Targets (SBTI) : None</li></ul>

#### Setting other greenhouse gas reduction targets

### Details of setting other greenhouse gas reduction targets

Greenhouse gas emission scope	Base year(s)	Short-term target year	Long-term target year
Scope 1-2	2023 : Greenhouse gas emissions 3,595.09 tCO <sub>2</sub> e	-	2028 : Reduced by 20% in comparison to the base year

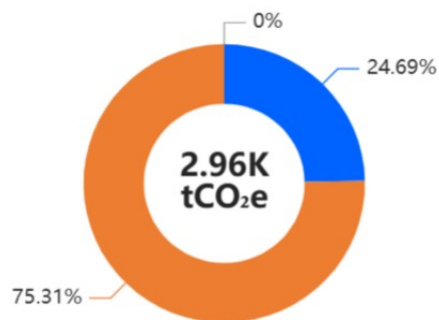
### Information on performance and outcomes of greenhouse gas management

#### Performance and outcomes of greenhouse gas management

Performance and outcomes of greenhouse gas : No management

#### GHG Inventory 2025

ขอบเขต	การปล่อยก๊าซเรือนกระจกขององค์กร tCO <sub>2</sub> e	สัดส่วนเมื่อเทียบกับขอบเขต 1 และ 2 tCO <sub>2</sub> e	สัดส่วนเมื่อเทียบกับขอบเขต 1,2 และ 3 tCO <sub>2</sub> e	สัดส่วนสะสมการปล่อยก๊าซเรือนกระจกตามขอบเขต
ขอบเขต 1	732.00	25.00 %	-	0%
ขอบเขต 2	2,231.00	75.00 %	-	24.69%
ขอบเขต อื่นๆ	-	-	-	75.31%
รวมขอบเขต 1 & 2	2,963.00	100.00 %	-	2.96K tCO <sub>2</sub> e
รวมขอบเขต 1 & 2 & 3	2,963.00	-	-	



#### 5 อันดับรายการที่ปล่อยก๊าซเรือนกระจกสูงสุด

รายการกิจกรรม	ปริมาณ tCO <sub>2</sub> e	สัดส่วน
การใช้ไฟฟ้า	2,230.02	75.31 %
การใช้เชื้อเพลิงสำหรับเครื่องจักรที่มีการเผาไหม้อยู่กับที่ (Stationary combustion)	715.68	24.17 %
การจัดการสิ่งปฏิกูล หรือระบบบำบัดเกรอะ (Septic Tank) ที่บริษัทเป็นผู้ดูแลและควบคุม	10.81	0.37 %
การใช้เชื้อเพลิงในเครื่องสูบน้ำดับเพลิง (Fire pump)	2.89	0.10 %
น้ำมันดีเซลเติมเครื่องปั่นไฟ (Generator)	1.15	0.04 %

### Information on greenhouse gas management

#### The company's greenhouse gas emissions

	2023	2024	2025
<b>Total GHG emissions (Metrics tonne of carbon dioxide equivalents)</b>	3,595.09	2,222.00	2,963.00
Total greenhouse gas emissions - Scope 1 (Metric tonnes of carbon dioxide equivalent)	799.19	342.00	732.00
Total greenhouse gas emissions - Scope 2 (Metric tonnes of carbon dioxide equivalent)	2,722.05	1,880.00	2,231.00
Total greenhouse gas emissions - Scope 3 (Metric tonnes of carbon dioxide equivalent)	73.85	0.00	0.00

### Greenhouse Gas Emissions Intensity

	2023	2024	2025
Intensity ratio of total GHG emissions to total revenues (Metric tonnes of carbon dioxide equivalent / Thousand Baht of total revenues) (*)	0.001999	0.001162	0.001338
Intensity ratio of total GHG emissions to total number of employees (Metric tonnes of carbon dioxide equivalent / Person)	5.79	3.07	3.88
Intensity of GHG emissions (Metric tonnes of carbon dioxide equivalent / m <sup>2</sup> )	0.41410000	0.25590000	0.34131000

Additional explanation : (\*) Total revenues and expenses from consolidated financial statement

### Information on verification of the company's greenhouse gas emissions over the past year

#### Verification of the company's greenhouse gas emissions over the past year

Verification of the company's greenhouse gas : No  
emissions

### Information on reduction and absorption of greenhouse gas

#### Reduction of Greenhouse Gas

	2023	2024	2025
<b>Total reduced GHG (Metric tonnes of carbon dioxide equivalent)</b>	1.16	94.42	124.00
Climate Care Platform reduced GHG (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	124.00
Care the Bear Project (Metric tonnes of carbon dioxide equivalent)	1.16	94.42	0.00
Care the Whale Project (Metric tonnes of carbon dioxide equivalent)	0.00	0.00	0.00

#### Absorption and removal of Greenhouse Gas

	2023	2024	2025
<b>Total absorbed and removal of GHG (Metric kilograms of carbon dioxide equivalent)</b>	0.00	0.00	0.00
Care the Wild Project (Metric kilograms of carbon dioxide equivalent)	0.00	0.00	0.00

**Remarks** - This document is automatically generated based on information processed as received from the listed company on as is basis. The Stock Exchange of Thailand (SET) does not make any representations regarding accuracy, completeness, appropriateness, recency or reliability of the information contained in this document, nor does it make any guarantee of a result of the use of the information contained in this document. In no event shall SET be responsible for any loss or damage resulting from the use of this document or the information contained herein.

# ESG Performance

Company Name : INTER PHARMA PUBLIC COMPANY LIMITED      Symbol : IP

Market : SET      Industry Group : Consumer Products      Sector : Personal Products & Pharmaceuticals

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## Human rights

### Information on social and human rights policies and guidelines

#### Social and human rights policy and guidelines

Social and human rights policy and guidelines : Yes

Social and human rights guidelines : Employee Rights, Child Labor, Safety and occupational health at work, Non-discrimination

The Company conducts its business in accordance with the principles of good corporate governance, upholding social responsibility and accountability to all stakeholder groups in line with good governance practices. The Company also places strong emphasis on the protection and respect of human rights in strict compliance with applicable laws and internationally recognized standards, including support for and adherence to the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization Declaration on Fundamental Principles and Rights at Work (ILO). To ensure that the Company's business operations are free from human rights violations, the Board of Directors has deemed it appropriate to establish a Human Rights Policy and related guidelines to prevent human rights violations throughout the Company's value chain and among its business partners. The Company has therefore defined the following human rights practices as guidelines for implementation.

1. The Company shall respect and uphold human rights, treat all individuals with dignity and mutual respect, and ensure fair and equal treatment of all stakeholders and vulnerable groups without discrimination based on physical or mental condition, race, nationality, place of origin, ethnicity, religion, gender, language, age, skin color, education, social status, culture, traditions, or any other differences.
2. The Company shall maintain fair employment practices and provide a safe and healthy working environment to enable employees to perform at their full potential, in compliance with applicable laws and regulations. The Company also promotes organizational well-being and worklife balance, while respecting employees rights and freedoms of expression, collective bargaining, and freedom of association.
3. The Company shall promote safety and occupational health for individuals and safeguard the Company's assets, as well as those of employees, workers, and relevant stakeholders of the Company, entities under the Company's management control, and throughout the supply chain. This is to ensure a safe working environment through appropriate preventive and monitoring measures for safety risks, in compliance with relevant occupational safety and health laws, international occupational safety standards, and the Company's safety regulations.
4. The Company shall communicate, disseminate, and promote knowledge and understanding of human rights practices, and encourage effective implementation among stakeholders throughout the business value chain to foster participation in conducting business with good governance, while respecting and complying with human rights principles.
5. The Company shall establish a comprehensive human rights due diligence (HRDD) process to identify human rights risks and impacts, develop action plans, and define measures for prevention, mitigation, and remediation of any actual or potential human rights impacts arising from the Company's business operations.
6. The Company shall not employ child labor below the legal minimum age nor engage in forced labor, whether within the Company or throughout its supply chain.
7. The Company provides channels for receiving complaints or reports concerning human rights violations related to the Company, arising from the Company's operations, entities under the Company's management control, and/or its supply chain. Complaints may be submitted via the Company's website at [www.interpharma.co.th](http://www.interpharma.co.th), by post

addressed to the Chairman of the Board or the Chairman of the Audit Committee, and/or via email at [comsec@interpharma.co.th](mailto:comsec@interpharma.co.th). The Company shall ensure fairness and protect complainants or whistleblowers who report human rights violations.

8. The Company is committed to fostering and cultivating an organizational culture that respects human rights. The Company shall remain vigilant and not ignore any acts that may constitute human rights violations, and shall continuously and regularly communicate, disseminate knowledge, and build awareness of human rights among the Board of Directors, executives, employees, entities under the Companys management control, and the supply chain.
9. Any directors, executives, or employees of the Company who commit human rights violations shall be deemed to have breached the Companys Code of Conduct and shall be subject to disciplinary actions in accordance with the prescribed regulations, and may also be subject to legal penalties if such actions are in violation of the law.
10. The Company shall review its human rights policy and related processes at least once a year to ensure continuous improvement and appropriateness in response to changing circumstances.

## Information on review of social and human rights policies, guidelines, and/or goals over the past year

### Review of social and human rights policies, guidelines, and/or goals over the past year

Review of social and human rights policies, guidelines, and/or goals over the past year	:	Yes
Changes in social and human rights policies, guidelines, and/or goals	:	Employee Rights, Child Labor, Community and environmental rights, Safety and occupational health at work, Non-discrimination

During the past year, the Company reviewed and further developed its approaches to social and human rights management to align with good corporate governance principles, sustainability practices, and relevant international standards. The Company aims to strengthen the management of human rights and social responsibility issues across its business operations and throughout its value chain. The key developments and improvements during the year are summarized as follows:

#### 1. Review and Enhancement of the Human Rights Policy

The Company reviewed and refined its Human Rights Policy to enhance clarity and broaden its scope, aligning it with internationally recognized principles such as the United Nations Guiding Principles on Business and Human Rights (UNGPs). This reflects the Companys commitment to respecting the human rights of employees, business partners, customers, and all stakeholders, including fair labor practices, non-discrimination, respect for human dignity, and zero tolerance for illegal or forced labor.

#### 2. Strengthening Human Rights Risk Management Processes

The Company further developed its human rights risk assessment and management processes to ensure a more systematic approach. The process covers the identification of potential human rights risks, impact assessment, the implementation of preventive and mitigation measures, as well as monitoring and reviewing outcomes to ensure that the Companys operations do not cause or contribute to human rights violations.

#### 3. Promoting Awareness and Stakeholder Communication

The Company continued to promote awareness and understanding of human rights and social responsibility policies among employees through ongoing communication and engagement. These principles have also been incorporated into the Companys approach to working with suppliers and business partners in order to promote ethical and responsible business conduct throughout the supply chain.

#### 4. Establishing Social Responsibility Approaches Aligned with the Business

The Company has further developed its social responsibility approach to align with its healthcare-related business. Emphasis is placed on initiatives that promote health and well-being in society, as well as supporting community activities in areas where the Company operates, with the aim of creating shared value between the organization and society.

The Company aims to further strengthen responsible business practices, enhance stakeholder confidence, and support its long-term sustainable growth.

### Information on compliance with human rights principles and standards

#### Compliance with human rights principles and standards

Human rights management principles and standards : Thai Labour Standard: Corporate Social Responsibility of Thai Businesses (TLS 8001-2010) by the Ministry of Labour, The UN Guiding Principles on Business and Human Rights

### Information on Human Rights Due Diligence : HRDD

#### Human Rights Due Diligence : HRDD

Does the company have an HRDD process : Yes

The Company has established a comprehensive human rights due diligence process, consisting of the following six key steps:

#### 1. Policy Commitment on Respect for Human Rights

The Company has established a Human Rights Policy in accordance with internationally recognized human rights principles and standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organization Declaration on Fundamental Principles and Rights at Work (ILO). This policy serves as a guideline for the Company's human rights practices and covers the Company's operations, its subsidiaries, and relevant stakeholders throughout the business value chain, with the objective of preventing non-compliance with labor laws in all forms (such as child labor and forced labor) and any actions that violate human rights principles.

#### 2. Human Rights Risk Assessment

##### 2.1 Scope Definition and Identification of Human Rights Risk Issues

The Company has defined the scope for human rights due diligence and identification of actual and potential human rights risks arising from the operations and activities of the Company and its subsidiaries, covering 100% of the activities of Inter Pharma Public Company Limited Group. In addition, the Company conducts risk assessments covering the business value chain, including the activities of suppliers and business partners, by considering potential impacts on both internal and external stakeholder groups that may be directly or indirectly affected by the Company's business activities throughout the value chain. These stakeholders include employees, customers, business partners, shareholders, and communities, as well as business partners such as joint ventures, mergers and acquisitions, and vulnerable groups, including forced labor, children, women, persons with disabilities, LGBTQ individuals, and migrant workers. Relevant human rights issues associated with the Company's operations and its supply chain are taken into consideration.

## 2.2 Risk Level Assessment

Human rights risk assessments are conducted using the Company's risk assessment matrix in accordance with the risk assessment principles set out in the Company's Risk Management Manual. Risks are assessed based on the likelihood of occurrence and the severity of impact to determine appropriate risk management approaches. Risk management plans are developed jointly with responsible departments, monitored for implementation, reported on progress, and continuously reviewed.

## 2.3 Risk Assessment Results

The results of the human rights risk assessment across business activities throughout the value chain indicated that there were no human rights risks at a very high level. Two issues were identified as high-level risks, while the remaining risks were assessed as medium and low levels, which the Company is able to manage through its existing operational practices.

The two significant human rights risk issues identified at a high-risk level are as follows:

1. Occupational health, safety, and working environment of employees arising from the Company's operational activities.
2. Protection of customer data confidentiality and privacy:
  - arising from the Company's operational activities; and
  - arising from activities within the supply chain.

## 3. Integration and Taking Appropriate Actions

For the two significant human rights risk issues identified at a high-risk level, the Company has analyzed potential risks in order to define appropriate risk control measures and mitigation actions to reduce potential impacts.

## 4. Tracking and Communicating Performance

The unit responsible for overseeing and managing human rights risks conducts human rights risk assessments every three years, unless there are material changes in risk issues. The Company also monitors the implementation of preventive and mitigation measures, reviews and improves management plans to ensure that the defined measures are effective in preventing or controlling human rights risks. In 2025, no cases or legal actions related to human rights violations were identified. The results of the assessments and performance are regularly reported to the Corporate Governance and Sustainability Committee. In addition, the Company promotes diversity, equity, and inclusion (DEI) through the employment of LGBTQ individuals.

## 5. Communication and Disclosure of Human Rights Performance

The Company has established communication guidelines to foster a risk management culture beyond compliance with policies and roles and responsibilities at all levels, by developing communication and advisory action plans to serve as platforms for knowledge sharing and learning among employees.

### 5.1 Internal Communication

Employees are a key stakeholder group that may be affected by human rights violations. Therefore, the Company has established complaint channels and mechanisms, and actively communicates information and channels related to human rights issues to employees within the organization.

### 5.2 External Communication

The Company has declared its commitment to conducting business with due regard for human rights through its Human Rights Policy, which is publicly disclosed on the Company's website. The Company has also established appropriate and accessible communication channels for various external stakeholder groups to facilitate awareness, information disclosure, and the submission of complaints in a timely and convenient manner.

This enables the Company to respond to concerns, address grievances, and mitigate impacts effectively. The Company also discloses human rights risk assessment results, mitigation measures, operational performance, and grievance management on an annual basis, and publishes its sustainability report.

## 6. Remediation of Adverse Impacts

The Company has established grievance channels and remediation processes to enable stakeholders to report human rights impacts arising from the Company's business activities. Complaint and whistleblowing channels are as follows:

By post to:

Chairman of the Audit Committee

No. 140/9, ITF Tower, 9th Floor, Silom Road,

Suriyawong, Bangrak, Bangkok 10500

By email: [Hr@interpharma.co.th](mailto:Hr@interpharma.co.th)

Via the website: <https://investor.interpharma.co.th/th/information-inquiry/ir-contact>

By telephone: +66 (0)2 634 0225

### **Grievance Handling Process**

Upon receipt of a complaint or whistleblowing report concerning a human rights violation, the recipient shall conduct a preliminary review and submit the matter to management representatives to assess the impact and determine appropriate grievance handling measures. The Company shall provide remediation and mitigation to affected parties, which may include both financial and non-financial compensation.

Follow-up actions and remediation outcomes shall be reported to senior management, and measures shall be established to prevent recurrence in the future.

The Company shall conduct investigations in a fair and impartial manner and impose disciplinary actions where appropriate, in accordance with applicable regulations. Remediation for affected parties shall be provided through fair and appropriate processes as stipulated in the Company's Whistleblower Policy.

## **Information on other social management**

### **Plans, performance, and outcomes related to other social management**

The Company places importance on conducting business with social responsibility, alongside respecting human rights throughout the value chain. The Company is committed to creating positive impacts for all stakeholders, including employees, customers, business partners, communities, and society at large. In this regard, the Company has established social policies, practices, and action plans in alignment with applicable laws and international standards to continuously enhance its operational practices.

#### **1. Human Rights and Fair Labor Practices**

The Company conducts its business with respect for fundamental human rights and ensures fair and equitable treatment of all employees without discrimination, while promoting a safe and appropriate working environment.

##### **Performance and Outcomes:**

- No significant human rights violation complaints were reported.
- Workplace accident rates remained under control with a decreasing trend.
- Employees receive fair compensation and are provided with welfare and safety protections in accordance with established standards.

##### **Plans:**

- Continuously enhance occupational health and safety management systems.
- Promote training on human rights and labor relations for employees at all levels.

#### **2. Customer Responsibility and Product Quality**

The Company is committed to developing and delivering high-quality, safe, and standard-compliant healthcare products and services to build customer trust.

**Performance and Outcomes:**

- Products comply with relevant regulatory standards.
- No significant product recalls were reported.
- A continuous pharmacovigilance system is in place to monitor product safety.

**Plans:**

- Enhance manufacturing and quality control standards in line with international benchmarks.
- Develop innovative healthcare products to meet customer needs.

**3. Community and Social Engagement**

The Company actively engages in community and social development initiatives, aiming to create shared value and improve the quality of life for surrounding communities.

**Performance and Outcomes:**

- Ongoing social contribution activities, such as support for education, healthcare, and public benefit initiatives.
- Strong relationships established with local communities and stakeholders.

**Plans:**

- Strengthen community engagement programs to ensure continuity and sustainability.
- Encourage employee participation in social contribution activities.

**4. Responsible Supply Chain Management**

The Company emphasizes ethical, transparent, and socially responsible business practices across its supply chain.

**Performance and Outcomes:**

- Suppliers are selected and evaluated based on established criteria.
- No significant complaints regarding supplier ethics were reported.

**Plans:**

- Develop and implement a Supplier Code of Conduct aligned with sustainability principles.
- Promote systematic ESG assessments for suppliers.

**Information on incidents related to legal or social and human rights violations**

Number of cases and incidents of significant legal or social and human rights violations

	2023	2024	2025
Total number of cases or incidents of significant legal or social and human rights violations (cases)	0	0	0

	2023	2024	2025
Total number of cases or incidents leading to significant labor disputes (cases)	0	0	0
Total number of incidents or complaints related to consumer rights violations (cases)	0	0	0
Total number of incidents or complaints related to business partners rights violations (cases)	0	0	0
Total number of cases or incidents leading to disputes with the community/society (cases)	0	0	0
Total number of cases or incidents related to cybersecurity or customer data breaches (cases)	0	0	0
Total number of cases or incidents related to workplace safety and occupational health (cases)	0	0	0

## Fair labor practice

### Disclosure boundary in fair labor practice in the past years

Boundary type	:	Business Group
Total number of disclosure boundaries	:	6
Actual number of disclosure boundaries	:	6
Data disclosure coverage (%)	:	100.00

### Information on employees and labor management plan

#### Employees and labor management plan

The company's employee and labor management plan	:	Yes
Employee and labor management plan implemented by the Company in the past year	:	Fair employee compensation, Employee training and development, Promoting employee relations and participation, Child labor, Safety and occupational health at work

The Company recognizes that employees are a key factor in driving business operations and achieving sustainable growth. The Company therefore places strong emphasis on systematic human resource management, covering workforce planning, employee capability development, employee welfare and well-being, as well as fair labor practices and respect for human rights.

#### 1. Fair Employee Compensation

The Company establishes a compensation policy that is fair, transparent, and competitive in the labor market. Compensation is determined based on individual performance, job responsibilities, and industry labor market conditions. The Company regularly reviews its salary structure and employee benefits to ensure alignment with business performance and economic conditions. In addition, the Company provides appropriate welfare benefits, such as health insurance, a provident fund, and other benefits, to enhance employees quality of life.

#### 2. Employee Training and Development

The Company continuously promotes employee capability development by implementing an annual training plan aligned with its business strategy. The program covers both technical skills and soft skills, such as leadership, communication, and teamwork. The Company also supports various learning channels, including in-house training, external training, and online learning. Post-training evaluations are conducted to further improve the effectiveness of training programs. At least three training programs are organized each year.

#### 3. Employee Relations and Engagement

The Company places importance on fostering employee engagement and participation by providing channels for employees to express their opinions, such as Employee Engagement Surveys and a suggestion system. In addition, the Company organizes internal activities, including recreational activities, sports events, corporate social responsibility (CSR) initiatives, and relationship-building activities, with at least three activities conducted annually. These initiatives aim to create a positive working environment and strengthen relationships between employees and management.

#### 4. Child Labor

The Company has a strict policy against the use of child labor and fully complies with applicable labor laws. A systematic age verification process is implemented prior to employment, and individuals below the legal working age are not hired.

### 5. Occupational Health and Safety

The Company prioritizes occupational health, safety, and workplace environment by implementing a safety management system in accordance with relevant standards. Regular workplace risk assessments are conducted, and preventive measures are established to reduce workplace accidents and occupational illnesses. In addition, the Company provides safety training, emergency drills, and annual health check-ups to ensure a safe working environment and promote employees well-being.

### Information on setting employee and labor management goals

#### Setting employee and labor management goals

Does the company set employee : Yes  
and labor management goals?

#### Details of setting goals for employee and labor management

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Promoting employee relations and participation	Employee Engagement Survey	2024: 46%	2026: 50%

### Information on performance and outcomes for employee and labor management

#### Performance and outcomes for employee and labor management

Performance and outcomes for employee and labor : Yes  
management

The Company recognizes that employees are a key driver of its business operations. The Company treats all employees equally without discrimination, with due respect for human rights. It ensures fair employment practices, provides appropriate and competitive compensation, and offers suitable welfare benefits, including provident fund, life insurance, health insurance, and dental benefits.

The Company also provides regular training programs to enhance employees knowledge and skills, support career advancement opportunities, and promotes a positive working environment with due consideration for occupational health, safety, and hygiene.

#### Employment

In 2025, the Company and its subsidiaries employed a total of 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 and capabilities. The average training and development hours per employee were 23.33 hours per person per year.

#### Safety, Occupational Health, and Working Environment

In 2025, the Company ensured that its workplaces maintained appropriate environmental and occupational health standards. Measures were implemented to safeguard employees lives and property, minimize risks of illness, injury, or fatality, and enhance employees quality of life.

The Company has established safety targets as follows:

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

### **Regulatory and Legal Compliance**

The Company ensures compliance with applicable laws and regulations, including fundamental safety practices such as:

- Annual inspection of electrical systems and buildings
- Annual inspection of cargo and passenger elevators
- Forklift safety training
- Annual fire drills and evacuation training
- Annual boiler safety inspection
- Annual inspection of LPG (liquefied petroleum gas) facilities for license renewal



### Safety Promotion and Supporting Activities

The Company organizes activities to promote and support workplace safety, including employee well-being initiatives, such as:

- First aid training
- Drug screening (urine tests)



## Employee Engagement

The Company has established initiatives to enhance employee engagement. In 2025, the voluntary turnover rate was 1.15%, representing a decrease of 1.26% from the previous year. The employee engagement score was 47%, compared to the target of 50%.

### Employee Engagement Development Plan 2025

The Company has established an employee engagement development plan for 2025, comprising various initiatives aimed at fostering employee well-being, strengthening organizational culture, and enhancing employee engagement, as follows:

1. Community Engagement Activity: Organizing donation activities for students at Wat Tonod Tia School
2. Valentines Day Activity
3. Songkran Festival Activity
4. Merit-Making and Candle Offering Activity (Buddhist Lent Festival)
5. Flexible Benefits Program: Supporting self-development and preventive healthcare
6. Corporate Culture Promotion Activities (IP Care)
7. Establishment of a Workplace Health Promotion Committee at the factory
8. Internal Sports Competition
9. Healthy Menu and Functional Food Promotion Activities
10. IP Happiness Sharing Initiative

### Childrens Day Activity

ที่ ศธ.๐๓๐๓๓๓.๐๓๓ / ๒๕๖๒



โรงเรียนวัดโตนดเค็ด หมู่ที่ ๕ ต.อุทัย  
อุทัย จ.พระนครศรีอยุธยา ๑๙๒๒๐

๒๕ ธันวาคม ๒๕๖๒

เรื่อง ขอขอบคุณ  
เรียน ผู้จัดการบริษัท อินเตอร์ ฟาร์มา จำกัด (มหาชน)

ตามที่ ผู้จัดการบริษัท อินเตอร์ ฟาร์มา จำกัด (มหาชน) ได้ให้ความอนุเคราะห์ในการบริจาคสิ่งของ  
เพื่อจัดงานวันเด็กแห่งชาติปี ๒๕๖๔ ให้กับโรงเรียนวัดโตนดเค็ด ความละเอียดและใจดี

โรงเรียนวัดโตนดเค็ดได้รับของขวัญวันเด็กแห่งชาติ ปี ๒๕๖๔ แล้ว ในนามของคณะครู นักเรียน  
คณะกรรมการการศึกษาขั้นพื้นฐาน และผู้ปกครองนักเรียน ขอกราบขอบพระคุณ มา ณ โอกาสนี้

จึงเรียนมาเพื่อโปรดทราบ ขออำนาจคุณพระศรีรัตนตรัยและสิ่งศักดิ์สิทธิ์ทั้งหลาย จงดลบันดาล  
ให้ท่านและครอบครัว ตลอดจนกิจการของท่าน ประสบแต่ความสุขความเจริญยิ่งๆขึ้นไป



ผู้อำนวยการโรงเรียนวัดโตนดเค็ด

โรงเรียนวัดโตนดเค็ด  
โทรสาร ๐๓๕-๙๑๒๒๕๒  
โทรศัพท์ ๐๓๕-๙๑๒๒๕๒



The Company donated supplies to support the National Childrens Day 2025 celebration at Wat Tanod Tia School, located in Uthai Subdistrict, Uthai District, Phra Nakhon Si Ayutthaya Province, to bring joy and encouragement to the students on this special occasion.

### Valentines Day Activity



ขอเชิญพนักงานร่วมกิจกรรมในเนื่องในวันวาเลนไทน์  
“เพลงพิเศษมอบให้กับคนพิเศษ

โดยขอเพลงผ่านไลน์กลุ่มของพนักงาน  
พิมพ์ ชื่อเพลงที่ชอบ #ชื่อหรือกลุ่มเพื่อนที่เราอยาก  
มอบเพลงนี้ให้

**ตัวอย่าง** เพลงเพื่อนไม่เคยทิ้งกัน **clash**  
#พนักงาน IP ทุกคน

ทั้งนี้ เนื่องจากเวลาในการเปิดเพลงมีจำกัด 1 ชั่วโมง (12.00 – 13.00 น.)  
ดังนั้นจึงขอสงวนสิทธิ์ในการเปิดเพลงตามลำดับก่อนหลัง เริ่มทยอยขอเพลงได้  
หลังจากเห็นโพสต์นี้

### Songkran Festival Activity



**Merit-Making and Candle Offering Activity (Buddhist Lent Festival)**



A compilation of images from the 2025 Buddhist Lent candle offering ceremony. The company's Welfare Committee, representing the employees, presented candles and a donation totaling 2,534 baht to Wat Ban Heep, Uthai District, Phra Nakhon Si Ayutthaya Province.

**Corporate Culture Promotion Activities (IP Care)**



**Internal Sports Competition**



## Information on employment

### Employment

	2023	2024	2025
<b>Total Employment (Person)</b>	627	733	778
Percentage of employees to total employment (%)	99.04	98.64	98.07
Percentage of non-employee workers to total employment (%)	0.96	1.36	1.93
<b>Total employees (persons)</b>	621	723	763
Male employees (persons)	130	170	182
Percentage of male employees (%)	20.93	23.51	23.85
Female employees (persons)	491	553	581
Percentage of female employees (%)	79.07	76.49	76.15
<b>Total of workers who are not employees (Person)</b>	6	10	15

	2023	2024	2025
Male workers who are not employees (Person)	1	1	3
Percentage of male non-employee workers (%)	16.67	10.00	20.00
Female workers who are not employees (Person)	5	9	12
Percentage of female non-employee workers (%)	83.33	90.00	80.00

#### Number of employees categorized by age

	2023	2024	2025
Total number of employees under 30 years old (Persons)	152	189	206
Percentage of employees under 30 years old (%)	24.48	26.14	27.00
Total number of employees 30-50 years old (Persons)	417	475	502
Percentage of employees 30-50 years old (%)	67.15	65.70	65.79
Total number of employees over 50 years old (Persons)	52	59	55
Percentage of employees over 50 years old (%)	8.37	8.16	7.21

#### Number of male employees categorized by age

	2023	2024	2025
Total number of male employees under 30 years old (Persons)	23	36	44
Percentage of male employees under 30 years old (%)	17.69	21.18	24.18
Total number of male employees 30-50 years old (Persons)	93	113	120

	2023	2024	2025
Percentage of male employees 30-50 years old (%)	71.54	66.47	65.93
Total number of male employees over 50 years old (Persons)	14	21	18
Percentage of male employees over 50 years old (%)	10.77	12.35	9.89

**Number of female employees categorized by age**

	2023	2024	2025
Total number of female employees under 30 years old (Persons)	129	153	162
Percentage of female employees under 30 years old (%)	26.27	27.67	27.88
Total number of female employees 30-50 years old (Persons)	324	362	382
Percentage of female employees 30-50 years old (%)	65.99	65.46	65.75
Total number of female employees over 50 years old (Persons)	38	38	37
Percentage of female employees over 50 years old (%)	7.74	6.87	6.37

**Number of employees categorized by position**

	2023	2024	2025
Total number of employees in operational level (Persons)	548	641	663
Percentage of employees in operational level (%)	88.24	88.66	86.89

	2023	2024	2025
Total number of employees in management level (Persons)	64	73	91
Percentage of employees in management level (%)	10.31	10.10	11.93
Total number of employees in executive level (Persons)	9	9	9
Percentage of employees in executive level (%)	1.45	1.24	1.18

**Number of male employees categorized by position**

	2023	2024	2025
Total number of male employees in operational level (Persons)	106	138	148
Percentage of male employees in operational level (%)	81.54	81.18	81.32
Total number of male employees in management level (Persons)	21	29	31
Percentage of male employees in management level (%)	16.15	17.06	17.03
Total number of male employees in executive level (Persons)	3	3	3
Percentage of male employees in executive level (%)	2.31	1.76	1.65

**Number of female employees categorized by position**

	2023	2024	2025
Total number of female employees in operational level (Persons)	442	503	515
Percentage of female employees in operational level (%)	90.02	90.96	88.64

	2023	2024	2025
Total number of female employees in management level (Persons)	43	44	60
Percentage of female employees in management level (%)	8.76	7.96	10.33
Total number of female employees in executive level (Persons)	6	6	6
Percentage of female employees in executive level (%)	1.22	1.08	1.03

#### Number of employees categorized by department over the past year

Department / Line of work / Unit / Business group	Number of employees (persons)
Inter Pharma Public Company Limited (Head Office and Sales Division_	73
Inter Pharma Public Company Limited (Ayutthaya Manufacturing Facility)	94
Inter Vetta Company Limited (Pet Healthcare Products Business)	27
Modern Phama Company Limited (Samut Prakan Manufacturing Plant)	128
Drug Care Company Limited (Pharmacy Business)	186
Nakhonpat Inter Company Limited (Hospital Business)	194
Interpharma Madtech Company Limited (Medical Devices Business)	61

Department / Line of work / Unit / Business group	Number of employees (persons)
Total number of employees	763

### Significant changes in the number of employees

Significant changes in number of employees over the : No  
past 3 Years

### Number of male employees working in Thailand

	2023	2024	2025
Total male employees working in Thailand (Person)	130	170	182
Bangkok Metropolitan (Person)	28	76	72
Northern (Person)	3	5	8
Central (Person)	74	41	46
Northeastern (Person)	8	21	23
Southern (Person)	17	25	29
Eastern (Person)	0	2	4

### Number of female employees working in Thailand

	2023	2024	2025
Total female employees working in Thailand (Person)	491	553	581
Bangkok Metropolitan (Person)	175	214	221
Northern (Person)	16	19	26

	2023	2024	2025
Central (Person)	41	47	54
Northeastern (Person)	73	80	80
Southern (Person)	186	191	195
Eastern (Person)	0	2	5

#### Number of employees working abroad

	2023	2024	2025
Total employees working abroad (Person)	8	8	0
Total male employees working abroad (Person)	6	6	0
Total female employees working abroad (Person)	2	2	0

#### Employment of workers with disabilities

	2023	2024	2025
<b>Total employment of workers with disabilities (persons)</b>	8	8	6
Percentage of disabled workers to total employment (%)	1.28	1.09	0.77
<b>Total number of employees with disabilities (Persons)</b>	8	8	6
Total male employees with disabilities (persons)	3	3	2
Total female employees with disabilities (persons)	5	5	4
Percentage of disabled employees to total employees (%)	1.29	1.11	0.79
<b>Total number of workers who are not employees with disabilities (persons)</b>	0	0	0

	2023	2024	2025
Percentage of disabled non-employee workers to total non-employee workers (%)	0.00	0.00	0.00
<b>Contributions to empowerment for persons with disabilities fund</b>	No	No	No

## Information on compensation of employees

### Employee remuneration by gender

	2023	2024	2025
<b>Total employee remuneration (baht)</b>	360,833,926.52	349,977,902.73	369,673,673.02
Total male employee remuneration (baht)	133,541,224.22	129,489,444.05	115,935,167.95
Percentage of remuneration for male employees (%)	37.01	37.00	31.36
Total female employee remuneration (baht)	227,292,702.30	220,488,458.68	253,738,505.07
Percentage of remuneration for female employees (%)	62.99	63.00	68.64
Average of remuneration of employees (Baht/persons)	581,053.02	484,063.49	484,500.23
Average of remuneration for male employees (Baht/persons)	1,027,240.18	761,702.61	637,006.41
Average of remuneration for female employees (Baht/persons)	462,917.93	398,713.31	436,727.20
Rate of average of remuneration between female employees and male employees	0.45	0.52	0.69

## Information on provident fund management

### Provident fund management policy and guidelines

Provident fund management policy and guidelines : Yes

The Company has established a provident fund under the management of TISCO Asset Management Co., Ltd., with the objective of enhancing employee morale and encouraging long-term employment. The Company has contributed to the provident fund since July 2016.

The Company has adopted an investment policy that allows employees to select investment plans based on their risk appetite. The investment options are divided into fixed income (MRT-F) and equity (MRT-E) policies, comprising five investment plans: F100, F90E10, F80E20, F70E30, and F60E40.

In selecting the fund manager, the Company considers factors such as the management company's past performance, investment outlook, organizational structure, and operational systems to ensure efficient fund management aligned with employees' investment objectives.

### Overview of methods for determining employee and employer contribution Rates

The Company allows employees who are members of the provident fund to select their contribution rates at 5%, 10%, or 15% of their salary. Members may change their contribution rate once per year in December by submitting a written notification to the fund committee, with such changes becoming effective in the following month. The Company contributes to the provident fund at a rate of 5% of the employees' salary.

Implementation of Investment Governance Code for Institutional Investors ("I Code") by Company's Provident Fund Committee : Yes

### Participation in provident fund membership

#### Details of provident fund participation

##### Number of employees joining in PVD (persons)

	2023	2024	2025
Number of employees eligible to participate in PVD (persons)	283	482	480
Number of employees joining in PVD (persons)	156	411	454
Number of PVD members / Total employees (%)	25.12	56.85	59.50
Number of PVD members / Total eligible employees (%)	55.12	85.27	94.58

##### Amount of provident fund

	2023	2024	2025

	2023	2024	2025
Total amount of provident fund contributed by employer (baht)	4,537,000.03	6,911,730.42	7,973,289.12
Total amount of provident fund contributed by employee (baht)	7,652,723.54	13,247,910.43	13,142,115.67

#### Summary of employee PVD participation over the past year

Company name	Employees participating in PVD (Yes/No)	Total number of employees (persons)	Number of employees eligible to participate in PVD (persons)	Number of employees joining in PVD (persons)	Number of PVD members / Total employees (%)	Number of PVD members / Total eligible employees (%)
INTER PHARMA PUBLIC COMPANY LIMITED	Yes	763	480	454	59.50	94.58

#### Policy and guidelines on promoting savings through the provident fund for non-participating employees

Policy and guidelines on promoting savings through the provident fund for non-participating employees (PVD) : Providing education or information on selecting appropriate investment policies

#### Providing education or information on selecting appropriate investment policies

The Company recognizes the importance of promoting long-term financial planning among its employees and executives. Therefore, the Company provides information and guidance on selecting appropriate investment policies under the provident fund, taking into consideration each individual's risk tolerance, age, and financial objectives.

The Company communicates information regarding the provident funds investment policies through various channels, such as fund information documents, internal communication platforms, and information provided by the fund management company. This enables employees and executives to better understand the investment characteristics, risk levels, and expected returns of each investment policy before making their investment decisions.

In addition, the Company encourages employees and executives to periodically review and adjust their provident fund investment policies, as appropriate, to ensure alignment with their life stage, financial obligations, and long-term retirement savings goals.

#### Information on employee development

##### Employee training and development

	2023	2024	2025
Employee development plans as part of annual performance reviews	Yes	Yes	-
Average employee training hours (Hours / Person / Year)	15.65	11.77	23.33
Total amount spent on employee training and development (Baht)	561,817.00	1,179,432.00	1,723,645.00
Percentage of training and development expenses to total expenses (%) <sup>(*)</sup>	0.000333	0.000642	0.000852
Percentage of training and development expenses to total revenue (%) <sup>(*)</sup>	0.000312	0.000617	0.000778

Additional explanation : <sup>(\*)</sup> Total revenues and expenses from consolidated financial statement

## Information on safety, occupational health, and work environment

### Number of working hours

	2023	2024	2025
Total number of hours work (Hours)	1,389,156.00	1,574,890.00	1,372,338.00
Total number of hours worked by employees (Hours)	1,374,804.00	1,550,234.00	1,345,066.00
Total number of hours work by non-employee (Hours)	14,352.00	24,656.00	27,272.00

### Statistic of accident and injuries of employees from work

	2023	2024	2025
Total number of lost time injury incidents by employees (Cases)	2	4	4

	2023	2024	2025
Total number of employees that lost time injuries for 1 day or more (Persons)	2	4	0
Percentage of employees that lost time injuries for 1 day or more (%)	0.32	0.55	0.00
Total number of employees that fatalities as a result of work-related injury (Persons)	0	0	0
Percentage of employees that fatalities as a result of work-related injury (%)	0.00	0.00	0.00
Lost time injury frequency rate (LTIFR) (*) (Persons / 1 million-manhours)	1.45	2.58	0.00
Lost time injury frequency rate (LTIFR) (**) (Persons / 200,000 manhours)	0.29	0.52	0.00

Additional explanation : (\*) The company with the total number of employees over 100 or more

(\*\*) The company with the total number of employees less than or equal to 100

## Information on promoting employee relations and participation

### Employee engagement

	2023	2024	2025
<b>Total number of employee turnover leaving the company voluntarily (persons)</b>	169	197	176
Total number of male employee turnover leaving the company voluntarily (persons)	34	29	29
Total number of female employee turnover leaving the company voluntarily (persons)	135	168	147
Proportion of voluntary resignations (%)	27.21	27.25	23.07
Percentage of male employee turnover leaving the Company voluntarily (%)	20.12	14.72	16.48

	2023	2024	2025
Percentage of female employee turnover leaving the Company voluntarily (%)	79.88	85.28	83.52

	2023	2024	2025
Evaluation result of employee engagement	Yes	Yes	Yes

**Employee internal groups**

Employee internal groups : Yes

Types of employee internal groups : Welfare committee

## Responsibility to customers/ consumers

### Information on responsibility to customers/consumers policy

#### Consumer data privacy and protection policy and guidelines

- Consumer data privacy and protection policy and guidelines : Yes
- Consumer data privacy and protection guidelines : Collection of personal data, Use or disclosure of data, Rights of data owners, Retention and storage duration of personal data, Security measures of personal data

#### Responsible sales and marketing policy and guidelines

- Responsible sales and marketing policy and guidelines : Yes
- Responsible sales and marketing guidelines : Marketing communications that respect the law, adhere to relevant regulations, and consider consumer rights., Not supporting advertisements or promotional activities that encourage illegal acts or immoral conducts
- Reference link for responsible sales and marketing policy and guidelines :
- Page number of the reference link :

#### Policy and guidelines on communicating the impact of products and services to customers / consumers

- Policy and guidelines on communicating the impact of products and services to customers / consumers : Yes
- Policy and guidelines on communicating the impact of products and services to customers / consumers : Prohibition of exaggerated, inaccurate, or misleading marketing claims, Labeling of goods and products with legally required information, Appropriate marketing communications through digital channels

### Information on customer management plan

#### Customer management plan

- Company's customer management plan : Yes
- Customer management plan implemented by the company in the past year : Responsible production and services for customers, Communication of product and service impacts to customers / consumers, Development of customer satisfaction and customer relationship, Consumer data privacy and protection

The company focuses on researching, developing and presenting high-quality, high-performance products that meet standards and are safe for consumers to create credibility, differentiate from similar products in the market and to fully meet consumer needs. Focus on marketing to create knowledge and understanding about the features and strengths of the product for consumers to know more widely in order to create awareness, trust and remember the company's brand, which affects consumers' decision to buy products by publicizing products and promoting sales through various media such as magazines, pamphlets, brochures, television programs, websites and various online channels, including providing a Call Center by telephone at 0-2634-0225 or 08-2422-5999 to facilitate customers to contact the company directly, where customers can inquire about product details, express opinions, make recommendations, criticize or report problems with products or services to understand the needs of each customer and acknowledge the problems for further improvement, as well as creating a good relationship between the company and customers in the long term.

### Information on setting customer management goals

#### Setting customer management goals

Does the company set customer management goals : Yes

#### Details of setting customer management goals

Target(s)	Indicator(s)	Base year(s)	Target year(s)
• Development of customer satisfaction and customer relationship	Customer Satisfaction Survey	2025: 91.04%	2026: 95%

### Information on performance and results of customer management

#### Performance and outcomes of customer management

Performance and outcomes of customer management : No

#### Channels for receiving complaints from customers/consumers

Company's channels for receiving complaints from customers/consumers : Yes

Telephone : 02-634-0225  
Fax : 02-634-0135  
Email : [cs@interpharma.co.th](mailto:cs@interpharma.co.th)  
Companys website : [www.interpharma.co.th](http://www.interpharma.co.th)  
Address : 140/9 ITF Tower, 9 floor, Silom Road, Suriyawonges,  
Bangrak, Bangkok 10500

## Responsibility to community/ society

### Information on community development and engagement policies

#### Community development and engagement policies

Community development and engagement policies : Yes

### Information on community and social management plan

#### Community and social management plan

Company's community and social management plan : Yes

Community and social management plan : Education, Sports and recreation, Occupational health, safety, health, and quality of life, Disadvantaged and vulnerable groups, Reducing inequality  
implemented by the company over the past year

The Company recognizes the importance of conducting its business with responsibility toward the community and society. It is committed to fostering positive relationships and engagement with communities related to the Company's operations in order to promote sustainable development together. The Company has established guidelines and a management plan for community and social responsibility, with the key principles as follows:

#### 1. Community Engagement and Relationship Building

The Company places importance on maintaining open communication and building mutual understanding with the communities surrounding its operations. Communities are provided with opportunities to express opinions, suggestions, or concerns related to the Company's activities, enabling the Company to appropriately improve and adjust its operations.

#### 2. Support for Community and Social Initiatives

The Company encourages participation in social and community activities, including supporting public benefit initiatives, providing assistance to society on various occasions, and contributing to projects that help enhance the quality of life of communities.

#### 3. Promotion of Health and Well-being

In line with the Company's health-related business, the Company promotes health awareness, proper healthcare practices, and the appropriate use of health products in order to improve the overall well-being and quality of life of society.

#### 4. Community Complaint Management

The Company has established channels for receiving complaints and suggestions from communities and stakeholders. Such matters are reviewed, addressed, and monitored in a transparent and appropriate manner.

#### 5. Monitoring and Evaluation

The Company continuously monitors and evaluates its community and social activities in order to improve the effectiveness of its initiatives and ensure that they remain aligned with the needs and expectations of the communities.

### Information on setting of community and social management goals

#### Setting of community and social management goals

Does the company set community and social management goals : No

## Information on outcomes and results of community and social management

### Performance and outcomes of community and social management

Performance and outcomes of community and social management : No

The Company conducts its business with responsibility toward communities and society, placing importance on minimizing environmental impacts and avoiding operations that may adversely affect the quality of life of communities surrounding its facilities. In 2025, no complaints from communities were reported regarding social or environmental issues.

In addition, the Company contributes to improving the quality of life and promoting community engagement. In 2025, the Company and its subsidiaries provided educational scholarships to students at Ban Khun Samut Chin School, Wat Laem Fa Pha School, and Wat Chomnimit School. The initiative aims to support access to education, reduce inequality, and enhance the potential of youth in the community.

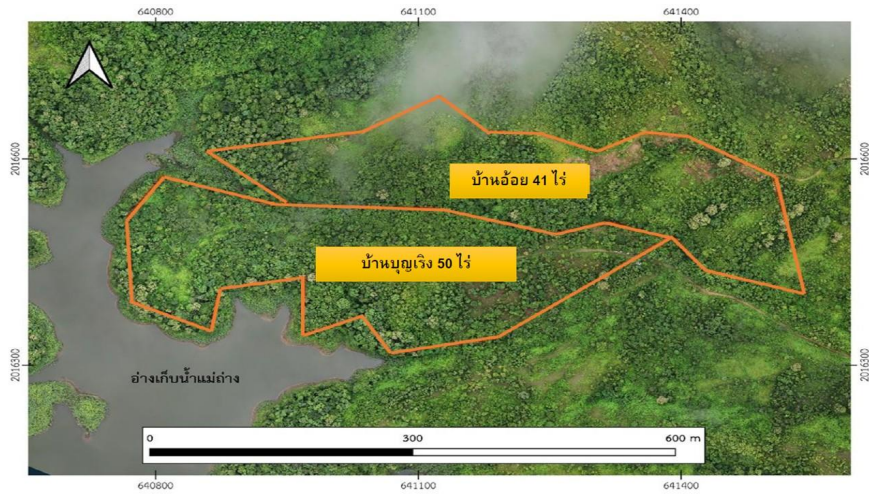
### Diagram of performance and outcomes in community and social management



In 2025, the company, in collaboration with the National Blood Centre of the Thai Red Cross Society, invited company employees, customers, and the general public to donate blood in the DONATE BLOOD DONATE LOVE project. A total of four donation drives resulted in 318,165 cc of blood collected.



On 2 December 2025, Inter Pharma Public Company Limited donated essential medicines and medical supplies with a total value of Baht 834,000 to the Thai Red Cross Society to support flood victims in the southern provinces of Thailand.



The Company participated in the Care the Wild Plant & Protect Project covering a total planting area of 91 rai, collaboration with MAI and SET. Follow-up Results on August 2025.





A scholarship program for students of Ban Khun Samut Chin School, Wat Laem Fa Pha School, and Wat Chomnimit School.

### Benefit from implementing social development project

#### Financial benefits

Does the company measure the financial benefits : No  
from social development?

#### Non-financial benefits

Does the company measure the non-financial : No  
benefits from social development?

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# ESG Performance

Company Name : INTER PHARMA PUBLIC COMPANY LIMITED

Symbol : IP

Market : SET

Industry Group : Consumer Products

Sector : Personal Products & Pharmaceuticals

## Corporate Governance Policy

### Information on overview of the policy and guidelines

#### Corporate governance policy and guidelines

Corporate governance policy and guidelines : Yes

The Company realizes the importance of good corporate governance, which is an important issue that promotes the Company's operations to be efficient and grow sustainably. That will lead to the utmost benefit to all stakeholders, from employees, investors, shareholders and other stakeholders. Therefore, the Board of Directors agrees that a better corporate governance policy should be established covering key principles from structure, roles, duties and responsibilities of the Board of Directors to the management principles of the executives providing transparent, transparent and verifiable to be a guideline for managing the organization and to make the belief that any operation of the Company is appropriate to the best interests of shareholders and all stakeholders. The Board of Directors places importance on compliance with good corporate governance principles; therefore, it has established a policy of Good Corporate Governance Policy in writing, which is prepared in accordance with the principles of the Corporate Governance Code for listed companies 2017 of the Office of the Securities and Exchange Commission as a guideline. The policy comprises 8 practices, as follows;

**Principle 1:** Establish a clear leadership role and responsibilities of the board

**Principle 2:** Define objectives that promote sustainable value creation

**Principle 3:** Strengthen board effectiveness

**Principle 4:** Ensure effective CEO and people management

**Principle 5:** Nurture innovation and responsible business

**Principle 6:** Strengthen effective risk management and internal control

**Principle 7:** Ensure disclosure and financial integrity

**Principle 8:** Ensure engagement and communication with shareholders

Reference link for the full version of corporate governance policy and guidelines : <https://investor.interpharma.co.th/storage/downloads/corporate-governance/20250324-ip-cg-policy-en.pdf>

#### Policy and guidelines related to the board of directors

Are there policy and guidelines related to the board of directors : Yes

Guidelines related to the board of directors : Nomination of directors, Determination of director remuneration, Independence of the board of directors from the management, Director development, Board performance evaluation, Corporate governance of subsidiaries and associated companies

#### Nomination of directors

The Company places importance on a systematic and transparent process for the nomination and selection of directors in accordance with the principles of good corporate governance. The objective is to ensure that the Board of Directors comprises individuals with the appropriate knowledge, capabilities, experience, and qualifications to effectively oversee and guide the Company's business operations. The Company has assigned the Nomination and Remuneration Committee to consider, screen, and nominate qualified individuals for directorship. In this process, the Committee takes into consideration the candidates' qualifications, knowledge, expertise, experience, and skills that would be beneficial to the Company's business operations. The overall structure of the Board is also considered in order to ensure an appropriate balance of skills and experience (Board Skill Matrix) aligned with the Company's strategy and business direction. In nominating directors, the Company also takes into account Board Diversity in terms of knowledge, expertise, business experience, gender, age, and independence of directors, in order to enhance the effectiveness of corporate governance and strategic decision-making. Individuals nominated for directorship must possess the required qualifications and must not have any prohibited characteristics as prescribed by applicable laws, including the regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand. The nominated candidates will be proposed to the Board of Directors for consideration before being submitted to the shareholders meeting for approval of the appointment in accordance with the prescribed procedures.

#### **Determination of director remuneration**

The Company has the policy to set the remuneration for directors to be in accordance with the Company's strategy and long-term goals by considering experience, duties, the scope of roles and responsibilities (accountability and responsibility), including expected benefits for directors who are assigned more duties and responsibilities. For example, being a member of a sub-committee will receive appropriate additional remuneration. The rate of remuneration of directors is comparable to other businesses in the same industry which the Board of Directors has assigned the Nomination and Remuneration Committee to consider the structure and rate of directors' remuneration, both monetary and non-monetary, to be appropriate both remuneration at a fixed rate (such as regular compensation meeting allowance) and remuneration according to the Company's performance (such as bonuses, gratuities) and propose to the Board of Directors meeting for consideration and present to the Shareholders Meeting for approval annually.

#### **Independence of the board of directors from the management**

The Company places great importance on good corporate governance and aims to ensure that the Board of Directors can perform its oversight and advisory roles independently, transparently, and effectively. This is to maintain an appropriate balance between the roles of the Board of Directors and the management team. The Company has established a Board structure with an appropriate proportion of independent directors in accordance with the regulations of the Securities and Exchange Commission and the Stock Exchange of Thailand. Independent directors play an important role in providing checks and balances and overseeing the management's operations. Independent directors are required to possess the qualifications and independence as prescribed by relevant laws and regulations, and must be able to express their opinions and provide recommendations on the Company's business operations independently. In addition, the Company clearly separates the roles and responsibilities between the Board of Directors and the management team. The Board of Directors is responsible for setting policies, vision, strategies, and overseeing the Company's operations, while the management team is responsible for managing and operating the business in accordance with the policies and strategies established by the Board. To further strengthen independent oversight, the Company has established subcommittees, such as the Audit Committee and the Nomination and Remuneration Committee, which mainly consist of independent directors. These committees are responsible for reviewing and providing opinions on important matters before submitting them to the Board of Directors for consideration. Furthermore, the Company supports the Board of Directors in having adequate and timely access to information necessary for the performance of their duties. The Board may also seek advice from external experts when appropriate to ensure that decisions are made prudently, transparently, and in the best interests of the Company and its shareholders as a whole.

#### **Director development**

The Board of Directors supports and promotes knowledge development for the Board of Directors to attend various training courses which beneficial to the performance of the Board of Directors provide up-to-date knowledge, innovation, the new management style of business that is always competitive and able to apply knowledge appropriately. All directors of the Company attended the training course for directors from the Thai Institute of Directors (IOD) and regularly attend additional training courses, details are in the attached 1.

### **Board performance evaluation**

The Company recognizes the importance of Board performance evaluation as an essential mechanism for enhancing the effectiveness of corporate governance. The evaluation process supports the Board of Directors in performing its duties with efficiency, transparency, and accountability, in alignment with the principles of good corporate governance. The Company conducts an annual performance evaluation of the Board of Directors, covering multiple levels of assessment, including the evaluation of the Board as a whole, individual director self-assessment, sub-committee performance evaluation, and the performance evaluation of the Chief Executive Officer. The evaluation results serve as a key input for improving the Boards effectiveness in providing strategic direction, overseeing management performance, and supporting the management in achieving the Companys objectives. The evaluation forms are developed in accordance with the guidelines recommended by the Stock Exchange of Thailand and consist of four types as follows:

1. Board of Directors Self-Assessment
2. Individual Director Self-Assessment
3. Sub-Committee Self-Assessment
4. Chief Executive Officer Performance Evaluation

The evaluation results are expressed as a percentage of the total score and categorized into the following levels:

- more than 91-100 % = excellent,
- more than 81-90 % = very good,
- more than 71-80 % = good,
- more than 60-70 % = fair, and
- less than 59 % = need improvement.

### **Corporate governance of subsidiaries and associated companies**

1. The Company has the policy to invest in businesses that are related to the core business of the Company and that have the potential to generate profits and have growth opportunities to increase the Company's profitability or be beneficial businesses (synergy) to the Company by realizing the return that will be received from the investment through controlling and supervising the management of the subsidiary as if it were a unit of the Company. Also, it shall monitor the management to maintain the benefits of the Company's investments continuously and sustainably, create added value, and build confidence among the Company's stakeholders. Therefore, the Company has established a policy to control and supervise subsidiaries and associated companies that it has invested in with the following details. The Company has established the management structure of its subsidiaries and associated companies to oversee the management and be responsible for the operations of the subsidiaries and associated companies as follows:

Nomination of Individuals to be Directors and Executives of the Subsidiaries and Associated Companies

1.1 The Company will send individuals approved by the Board of Directors Meeting to be directors and executives in the subsidiaries and associated companies to supervise and establish the management policy as a part of the Company. The number of people who will join as directors in the subsidiaries are mainly based on the Company's shareholding in the subsidiaries or in accordance with an agreement. For investments in the associated companies, the Company needs the policy to control more. Submission of representatives to join as directors of the associated companies will be appropriately considered, depending on the agreement. Such individuals must have appropriate qualifications and experience in managing the business of such subsidiaries and associated companies.

1.2 Scope of Duties and Responsibilities of Directors and Executives in Subsidiaries and Associated Companies

- Follow up the operations of the subsidiaries and associated companies closely to achieve the goals set by the Company.

- Perform duties as assigned by the Board of Directors of the subsidiaries and associated companies and/or the Shareholders Meeting of the subsidiaries or associated companies.
- Consider and vote at the Board of Director Meeting of the subsidiaries and associated companies in general operations of the subsidiaries and associated companies as the directors and executives of the subsidiaries and associated companies seem appropriate for the utmost benefit of the subsidiaries, associated companies, and the Company, except for consideration and voting on the following, which must be approved by the Board of Directors and/or the Company's Shareholders Meeting depending on the case before proceeding.
  - (1) Transactions of the subsidiaries are in accordance with the notification of connected transactions and the notification of acquisition<sup>[1]</sup> and disposition<sup>[2]</sup>.
  - (2) Transactions that may have a significant impact on the finances and the subsidiaries operations are listed below:
    - Sell or transfer all or some significant portions of the subsidiaries to other people.
    - Purchase or accept the business transfer of other companies to be in the possession of the subsidiaries.
    - Dissolve the subsidiaries.
    - Transfer or waive significant benefits and claims that can cause damage to the subsidiaries.
    - Borrow money, lend, guarantee, encumber, or provide financial assistance to other companies that significantly affect the subsidiaries finances.
    - Revise the articles of association of the subsidiaries.
    - Capital increase, share allocation, and the reduction of the registered capital of the subsidiaries, as well as other actions that directly and indirectly cause the Company's shareholding to decrease from 10 % of the paid-up capital of

2. Directors and executives of the subsidiaries, including the related individuals of such directors and executives, are responsible for reporting to the Board of Directors of the subsidiaries about the relationship and transactions with subsidiaries in ways that may cause conflicts of interest and shall avoid entering into any transactions that may cause conflicts of interest with such subsidiaries. In this regard, the Board of Directors of the subsidiaries is responsible for reporting such matters to the Company.

Directors and executives of the subsidiaries must not participate in approving matters in which they have interests or conflicts of interest.

3. Subsidiaries are required to report business plans, investment projects, and joint ventures with other operators to the Company through the subsidiaries' monthly performance report including providing information or documents related to operations upon request. In the event that the Company detects any significant issues, it may notify the subsidiary to clarify and/or submit documents for consideration by the Company.

4. The Company has assigned financial control policies for subsidiaries and associated companies. The subsidiaries and associated companies have the duties as follows:

- Submit monthly results and quarterly reviewed financial statements reviewed by a certified public accountant as well as supporting information for the preparation of such financial statements of subsidiaries and associated companies for the Company to support the preparation of the consolidated financial statements or report the Company's quarterly or annual performance, depending on circumstances.
- Prepare overall operation estimates and summarize the comparison of the planned operation with the actual operation on a quarterly basis, including following up on the performance to be in accordance with the plan that has been set for reporting to the Company.
- Report significant financial issues to the Company when they are discovered or be requested by the Company to carry out an investigation and report.

#### **Policy and guidelines related to shareholders and stakeholders**

Policy and guidelines related to shareholders and : Yes

stakeholders

Guidelines and measures related to shareholders and stakeholders : Shareholder, Employee, Customer, Business competitor, Business partner, Creditor, Government agencies, Community and society, Other guidelines regarding shareholders and stakeholders

## Shareholder

### 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 independent 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](http://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](http://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](http://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](mailto:ir@interpharma.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](mailto:comsec@interpharma.co.th) or via the Company's website at [www.interpharma.co.th](http://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.

In 2025, the Company held the Annual General Meeting of Shareholders on April 28, 2025, via electronic means (E-Meeting) in accordance with the Emergency Decree on Electronic Meetings B.E. 2563 (2020) and other applicable laws. In addition, in line with the principles of good corporate governance, the Company provided shareholders with an opportunity to propose qualified individuals for consideration as directors of the Company, as well as to propose agenda items for inclusion in the agenda of the 2025 Annual General Meeting of Shareholders, in advance during the period from 1 October 2024 to 31 December 2024. Upon the expiration of such period, it appeared that no shareholders proposed any individuals for consideration as directors, nor were any agenda items proposed.

Reference link for Shareholder : <https://investor.interpharma.co.th/storage/downloads/corporate-governance/20250324-ip-coc-en.pdf>

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## **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 and 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.

Reference link for Customer : <https://investor.interpharma.co.th/storage/downloads/corporate-governance/20250324-ip-coc-en.pdf>

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### **Business competitor**

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.

### **Business partner**

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.

#### **Creditor**

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.

#### **Treatment to Stakeholders**

The Company has given importance to the rights of all stakeholders, whether internal stakeholders, such as shareholders, investors, or employees of the Company, and external stakeholders, such as customers, business partners, creditors, competitors, society, communities, etc. In operating the Company's business, it takes into account the rights of all stakeholders in accordance with the following guidelines:

##### **1. Human Rights**

- The Company adheres to the principle of human rights as a common practice, taking into account human dignity, liberty, and equality of individuals and not encouraging human rights violations. The Company will not be involved with any agency, organization, or person that violates human rights and does not support activities that violate human rights principles.
- The Company promotes respect for rights and freedoms through non-discrimination, equality for the underprivileged and persons with disabilities, equality of opportunity between men and women, no gender or class discrimination, and no child labor.

##### **2. Respect for Intellectual Property**

- All employees shall have a duty to maintain trade secrets, including business information and other information related to the Company. Employees must protect all information as confidential information of the Company or business partners of the Company. The obligation to protect this information continues until the employee leaves the Company by arranging for an interview before leaving work and signing a written acknowledgment.
- The Company will not disclose information without permission to the extent that it causes damage, and will be subject to legal liability for using copyrighted computer programs.
- The Company does not solicit, obtain, or use business information obtained through unlawful or immoral means, nor does it infringe on the copyrights, patents, or trademarks of others.

## Information on business code of conduct

### Business code of conduct

Business code of conduct : Yes

The Board of Directors has encouraged the preparation of a Business Code of Conduct for directors, executives, and employees to adhere to and perform with common responsibilities, including promoting the practice and monitoring such practice for the utmost benefit of the Company's stakeholders as well as creating credibility in business operations that will lead the Company to grow sustainably. The Board of Directors regularly reviews the Code of Business Ethics on an annual basis.

Reference link for the full version of business code of conduct : <https://investor.interpharma.co.th/storage/downloads/corporate-governance/20250324-ip-coc-en.pdf>

Page number of the reference link : 1-17

### Policy and guidelines related to business code of conduct

Guidelines related to business code of conduct : Prevention of Conflicts of Interest, Anti-corruption, Whistleblowing and Protection of Whistleblowers, Prevention of Misuse of Inside Information, Gift giving or receiving, entertainment, or business hospitality, Compliance with laws, regulations, and rules, Information and assets usage and protection, Information and IT system security, Environmental management, Safety and occupational health at work

### Prevention of Conflicts of Interest

1. Directors, executives, and employees of the Company and its subsidiaries shall perform duties for the best interest of the Company, avoid any action in a manner that may cause a conflict of interest whether from contacting with people involved in the business such as business partners, customers, competitors, or from using opportunities or information obtained from being a director, executive or employee for personal benefits, and avoid doing business that competes with the Company or work other than the work of the Company which affects work on duties, including not using customer information for personal benefits.

2. Executives and employees of the Company and its subsidiaries shall refrain from holding shares in competitors which make the employees act or omit actions that should be performed according to duties or have an impact on the work in the duties. In the case that the employees have acquired such shares before being an employee or before the

Company enters into that business. Acquire through inheritance, employees shall report to their superiors in hierarchical order.

Reference link for Prevention of Conflicts of Interest : <https://investor.interpharma.co.th/storage/downloads/corporate-governance/20250324-ip-coc-en.pdf>

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### **Anti-corruption**

Directors, executives, and employees of the Company and its subsidiaries are committed to opposing corruption both directly and indirectly, such as giving or accepting bribes or any incentives or entrusting others to give or accept bribes or incentives on behalf of themselves. Then, it requires all directors, executives, and employees to oppose corruption, including giving or accepting bribes strictly.

In this regard, the Company has prepared a written anti-corruption policy as a guideline for operating business and developing the organization towards sustainability. The Company requires that its anti-corruption policy, as well as guidelines and operational requirements, be regularly reviewed to ensure alignment with changes in business, rules, regulations, and applicable laws.

The Board of Directors reviews the anti-corruption policy on an annual basis, and in 2025, no complaints related to fraud or corruption were identified.

Reference link for Anti-corruption : <https://investor.interpharma.co.th/storage/downloads/corporate-governance/20220328-ip-cg-anti-corruption-th.pdf>

Page number of the reference link : 1-8

### **Whistleblowing and Protection of Whistleblowers**

The Company has a policy to receive complaints and give opportunities to those suspected or affected by illegal acts, unethical conduct, acts that imply corruption, or behavior that may cause damage to the Company. There are channels for making complaints or reporting clues to the Company. The whistleblowers are those who have seen, known clues, or suspected in good faith whether or not they will be damaged or affected by the Company's business operations or from the performance of duties by directors, executives, and employees who violate or fail to comply with the laws and regulations of the state or with good corporate governance principles, business ethics, policies, and regulations of the Company, including actions that may imply corruption. Those who see violations can report such sightings to the Board of Directors through the channels specified by the Company. In this regard, the reported matter will be considered for further investigation. The Company protects the reporters in the best possible way. However, in 2025, no whistleblowing or complaints were found related to non-compliance with business ethics, corruption, or human rights violations.

### **Measures to Protect Whistleblowers or Complainants**

- The Company will keep the information and identity of the whistleblower or complainant confidential.
- The Company will disclose information as necessary, taking into account the safety and damage of the whistleblower, the source of the information, or related persons.
- Those who have been damaged will be compensated for damages through appropriate and fair procedures.
- The Company will not take any unfair action against whistleblowers or complainants, whether by changing job titles, job descriptions, workplaces, work suspensions, layoffs, or any other actions that are unfair treatment to whistleblowers or complainants or cooperating in the fact-finding investigation.

Channels for Whistleblowing or Complaints About Misconduct or Any Complaints

1. Postal mail, or deliver to:

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

Inter Pharma Public Company Limited

No. 140/9 ITF Tower, 9th Floor, Silom Road, Suriyawong Sub-District, Bangrak District, Bangkok 10500

2. Electronic mail or e-mail at [comsec@interpharma.co.th](mailto:comsec@interpharma.co.th)

3. Company website [www.interpharma.co.th](http://www.interpharma.co.th)

### **Investigation Process and Punishment**

The Company provides the opportunity for employees to have complaint channels and freely express their opinions as a guideline for development and sustainability for the organization as follows:

1. Upon receiving a whistleblower complaint, the Audit Committee will assign an internal auditor or appoint an investigation committee to screen and investigate the facts and periodically report the results of the investigation to the whistleblower or complainant.
2. Suppose the fact-finding investigation finds information or evidence that is reasonable to believe that the accused has committed an offense. In that case, the Company will give the accused the right to know the allegation and prove themselves by obtaining additional information or evidence showing that they are not involved in the alleged offense.
3. If the accused has committed an offense, the offender, whether a director, executive, or employee, is considered an offender and will be subject to disciplinary action according to the regulations set by the Company. In addition, if the offense is against the law, the offender may be subject to legal penalties. According to the Company's regulations and the Audit Committee's decision, the disciplinary action is final.
4. As for reporting results, the Chairman of the Audit Committee, an independent director, or the Company Secretary shall report to the Board of Directors for acknowledgment and report to the stakeholders if the complainant reveals themselves.

### **Prevention of Misuse of Inside Information**

The Company and its subsidiaries recognize the importance of safeguarding the Company's confidential and inside information. The Company has established a policy prohibiting directors, executives, and employees from disclosing or using any information that may affect the Company's share price or any information that, if disclosed, could cause damage or disadvantage to the Company. Such information is considered confidential and material, including any undisclosed inside information. Directors, executives, and employees are strictly prohibited from using such information for personal benefit or for the benefit of others, whether directly or indirectly, and regardless of whether any consideration is received. In addition, they are prohibited from trading the Company's securities based on inside information. To comply with the Securities and Exchange Act B.E. 1992 (as amended) and the regulations of the Stock Exchange of Thailand regarding information disclosure of listed companies, the Company has established guidelines to prevent the misuse of inside information.

### **Gift giving or receiving, entertainment, or business hospitality**

Directors, executives, and employees of the Company shall not solicit, accept, or agree to accept money, goods, or any other benefits from individuals who are business associates of the Company. However, directors, executives, and/or employees may customarily give or receive gifts, provided that the acceptance of such gifts does not affect any business decisions of the recipient, and the gifts received are of low value and should not be in the form of cash or cash equivalents. The Company has therefore established a policy and guidelines on the giving and receiving of gifts, hospitality, or any other benefits.

### **Compliance with laws, regulations, and rules**

All directors, executives, and employees of the company must strictly adhere to all company rules, policies, and regulations. Furthermore, in the operation of the Company, all directors, executives, and employees must strictly comply with all applicable laws, rules, and regulations governing the Company's operations. All directors, executives, and employees must have a thorough understanding of and be aware of all applicable laws, rules, and regulations governing the Company's operations, and regularly monitor any changes or amendments to these laws, rules, and regulations.

### **Information and assets usage and protection**

All employees have the duty and responsibility to safeguard company assets, preventing damage or loss, and using them efficiently to maximize benefits for the company. They must not use company assets for their own benefit or the benefit of others. Furthermore, all employees must strictly avoid disclosing or misusing confidential information. Such

assets include both tangible and intangible assets, such as movable property, immovable property, technology, academic knowledge, patents, copyrights, and confidential information not disclosed to the public, including business plans, financial forecasts, human resource data, etc.

### **Information and IT system security**

1. Directors, executives, and employees of the company must maintain the confidentiality of company information and news that has not been publicly disclosed, and must not use such information for any improper gain. Furthermore, all directors, executives, and employees must strictly avoid disclosing or using confidential company information.
2. All directors, executives, and employees must maintain company confidentiality by taking care to prevent the leakage of confidential company documents or information to others, which could cause damage to the company. This includes not disclosing confidential company documents or information to external parties unless authorized by a supervisor.
3. The Company must safeguard and protect personal information received and exercise the utmost care in handling such information to maintain the privacy of the data subject. The Company will use personal information only for business purposes as disclosed to the data subject at the time of data collection.

### **Environmental management**

The Company recognizes the importance of environmental protection and has implemented measures to safeguard the environment and conserve natural resources. These measures include: using resources wisely; reducing raw material consumption; minimizing energy use (for production, transportation, and offices); controlling water consumption; utilizing renewable resources; caring for and restoring biodiversity affected by business operations; managing and discharging waste generated from business operations; mitigating greenhouse gas emissions; and promoting the development of environmentally friendly products. Furthermore, the Company encourages the participation of all employees and stakeholders in environmental conservation.

### **Safety and occupational health at work**

The Company promotes and prioritizes safety for its employees and stakeholders to prevent accidents, injuries, and work-related illnesses. It strives to eliminate or control unsafe conditions associated with its business operations by establishing the following Safety, Occupational Health, and Working Environment Policy:

1. The Company considers workplace safety a responsibility of all employees, who must cooperate to ensure their own safety, the safety of others, and the safety of company property at all times during work.
2. The Company will promote and support improvements to the working environment and work methods to ensure safety and good hygiene, thereby promoting the safety and health of employees.
3. The Company will promote and support various safety activities that raise employee awareness.
4. Supervisors at all levels must act as role models, lead, train, instruct, and oversee employees to ensure they perform their work safely and strictly adhere to safety regulations.
5. All employees must cooperate with the Company's safety and occupational health programs and have the right to offer suggestions for improving working conditions and safer working methods.
6. The Company will strictly comply with all relevant laws and regulations.

### **Promotion of compliance with the business code of conduct**

Promotion for the board of directors, executives, and employees to comply with the business code of conduct : Yes

### **Compliance with Code of Business Conduct**

The Company prescribes that it is the duties and responsibilities of the Board of Directors, executives, and all employees of the Company and its subsidiaries to acknowledge, understand, and strictly comply with the policies and procedures set forth in the "Code of Business Conduct." This is not voluntary, so they cannot claim that they are not aware of these established guidelines.

The Company has established guidelines for strengthening and supporting compliance with the Code of Business Conduct as follows:

1. The written Code of Business Conduct is prepared and disseminated widely for executives and employees at all levels to read, understand, and sign for acknowledgment of this Code of Business Conduct as well as adhere to as the operational guideline.
2. Executives at all levels in the Company shall take responsibility and place importance on ensuring that employees under their line management acknowledge, understand, and seriously comply with this Code of Business Conduct.
3. Values are cultivated, and organizational culture is created to promote ethical values, including:
  - Directors and top executives of the Company shall be good role models in morality and ethics.
  - To understand the importance of morals and ethics shall be strengthened through activities in various forms.
4. Guidelines for actions are set for any Code of Business Conduct problems, such as receiving complaints, investigation, protection of whistleblowers, and penalties.
5. The Code of Business Conduct is reviewed at least 1 time a year in order to ensure its suitability for the situation and changing business environment.

#### **Receipt of Complaints about Code of Business Conduct**

The Company has required all directors, executives, and employees to jointly monitor compliance with the Company's Code of Business Conduct. The Company has provided channels for complaints of violations or omissions to comply with the Company's Code of Business Conduct.

The Company shall keep the information received through the complaint channels confidential and treat it as confidential information. The complaint shall be protected from harassment during and after the investigation.

The Company shall deal with all complaints equally, transparently, and attentively, as well as being fair to all parties. The investigative period has been set appropriately and fairly.

Directors, executives, and employees witnessing any acts that violate or omit to comply with the Company's Code of Business Conduct can make complaints to the Company's complaint channels.

Reference link for the process of promotion for the board of directors, executives, and employees to comply with the business code of conduct : <https://investor.interpharma.co.th/storage/downloads/corporate-governance/20250324-ip-coc-en.pdf>  
Page number of the reference link : 13-14

#### **Participation in anti-corruption networks**

Participation or declaration of intent to join anti-corruption networks : No

#### **Information on material changes and developments in policy and corporate governance system over the past year**

## **Material changes and developments related to the review of policy and guidelines in corporate governance system or board of directors charter**

In the past year, did the company review the : Yes  
corporate governance policy and guidelines, or  
board of directors charter

Material changes and developments in policy and : Yes  
guidelines over the past year

The Board of Directors regularly reviews the charters of the Board of Directors and its sub-committees, as well as key policies related to good corporate governance, on an annual basis.

In 2025, the Company formulated additional key policies and submitted them to the Board of Directors for consideration and approval, namely the Risk Management Policy, the Environmental Policy, and the Corporate Social Responsibility Policy, to ensure that the Company conducts its business in accordance with good corporate governance practices and sustainable business development, as well as in compliance with applicable rules, regulations, and relevant laws.

## **Implementation of the CG Code for listed companies**

Implementation of the CG Code as prescribed by the : Mostly used in practice  
SEC

The Company gives importance to good corporate governance; therefore, relevant policies and guidelines have been specified in the Company's Corporate Governance Policy and Business Code of Conduct, as well as promoting actual practice to build confidence among all groups of stakeholders. During the past year, the Company monitored and ensured compliance with good corporate governance practices covering the following matters:

- 1) Employee care and non-discrimination
- 2) Anti-unfair competition
- 3) Caring for the environment, health, and safety in the organization
- 4) Information security
- 5) Human Rights
- 6) Anti-Corruption.

The monitoring results indicate that the Company has fully implemented the guidelines for each respective issue.

## **Other corporate governance performance and outcomes**

1. The Company received a full score of 100 points in the AGM Checklist assessment under the Annual General Meeting Quality Assessment Program for 2025, organized by the Thai Investors Association.
2. The Company received the results of the Corporate Governance Survey under the Corporate Governance Survey of Listed Companies for the year 2025, organized by the Thai Institute of Directors (IOD) with the support of the Stock Exchange of Thailand and the Securities and Exchange Commission (SEC). The Company was rated Excellent (5 stars) for its compliance with the principles of corporate governance for listed companies.
3. The Company applied to participate in the Listed Company Value Enhancement Program (JUMP+), organized by the Stock Exchange of Thailand, on 20 August 2025, to foster sustainable growth and enhance long-term value for the Company.

Corporate Governance Structure

Information on corporate governance structure

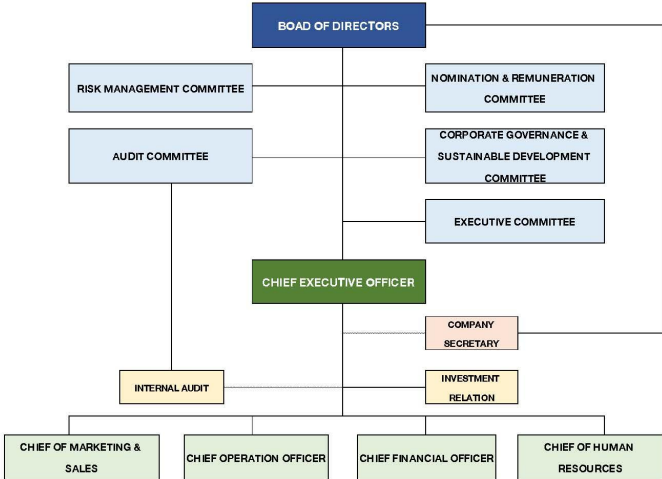
Corporate governance structure

Corporate governance structure diagram

Corporate governance structure as of date : 31 Dec 2025

Corporate governance structure diagram

Corporate Governance Structure as of December 31, 2025



Corporate Governance Structure

Information on the board of directors

Information on the board of directors

Composition of the board of directors

	2023		2024		2025	
	Male (persons)	Female (persons)	Male (persons)	Female (persons)	Male (persons)	Female (persons)
Total directors	9		9		9	
	6	3	6	3	6	3
Executive directors	3		3		3	
	1	2	1	2	1	2
Non-executive directors	6		6		6	
	5	1	5	1	5	1
Independent directors	4		4		4	
	3	1	3	1	3	1
Non-executive directors who have no position in independent directors	2		2		2	
	2	0	2	0	2	0

	2023		2024		2025	
	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Total directors	100.00		100.00		100.00	
	66.67	33.33	66.67	33.33	66.67	33.33
Executive directors	33.33		33.33		33.33	
	11.11	22.22	11.11	22.22	11.11	22.22
Non-executive directors	66.67		66.67		66.67	
	55.56	11.11	55.56	11.11	55.56	11.11
Independent directors	44.44		44.44		44.44	
	33.33	11.11	33.33	11.11	33.33	11.11
Non-executive directors who have no position in independent directors	22.22		22.22		22.22	
	22.22	0.00	22.22	0.00	22.22	0.00

Additional explanation : Displayed % (percentage) from proportion of total board of directors

	2023		2024		2025	
	Male (years)	Female (years)	Male (years)	Female (years)	Male (years)	Female (years)
Average age of board of directors	54		55		56	
	54	54	55	55	56	56

### The information on each director and controlling person<sup>(1)</sup>

Remark: <sup>(1)</sup> Authorized Directors Mr. Trinnawat Thanitnithiphan or Ms. Napaporn Dechakarat or Mrs. Apimon Posri, any two of these three directors jointly sign and affix the company's seal.

### List of the board of directors

List of directors	Position	First appointment date of director	Skills and expertise
<p>1. Clinical Professor Emeritus, MD. UDOM KACHINTORN Gender: Male Age : 71 years Highest level of education : Doctoral degree Study field of the highest level of education : Medicine Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have DAP course : Yes DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	<p>Chairman of the board of directors (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	<p>17 Dec 2019</p>	<p>Health Care Services, Governance/ Compliance, Personal Products &amp; Pharmaceuticals, Strategic Management, Corporate Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>2. Dr. TRINNAWAT THANITNITHIPHAN Gender: Male Age : 55 years Highest level of education : Doctoral degree Study field of the highest level of education : Organizational Development Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have DAP course : No DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 193,774,067 Shares (32.010545 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Existing director</p>	<p>1 Feb 2014</p>	<p>Strategic Management, Corporate Management, Marketing, Personal Products &amp; Pharmaceuticals, Business Administration</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>3. Ms. NAPAPORN DECHAKARAT  Gender: Female  Age : 50 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 234 Shares (0.000039 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration :  Yes</p> <p>Type of director : Existing director</p>	14 Jun 2017	<p>Risk Management,  Procurement, Marketing,  Personal Products &amp;  Pharmaceuticals,  Information &amp;  Communication  Technology</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>4. Professor Dr. SANSANEE CHAIYAROJ Gender: Female Age : 63 years Highest level of education : Doctoral degree Study field of the highest level of education : immunobiology Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have DAP course : No DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	<p>Director (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	1 Aug 2020	Risk Management, Health Care Services, Governance/ Compliance, Personal Products & Pharmaceuticals, Strategic Management

List of directors	Position	First appointment date of director	Skills and expertise
<p>5. Mr. KAMTORN SILA-ON  Gender: Male  Age : 55 years  Highest level of education : Master's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : No  DCP course : Yes</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	8 Feb 2021	Finance, Accounting, Governance/ Compliance, Strategic Management, Personal Products & Pharmaceuticals

List of directors	Position	First appointment date of director	Skills and expertise
<p>6. Dr. PAO SRIPRASERTSUK  Gender: Male  Age : 50 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Computer Science  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors, Independent director)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	10 Nov 2021	IT Management, Governance/ Compliance, Strategic Management, Personal Products & Pharmaceuticals

List of directors	Position	First appointment date of director	Skills and expertise
<p>7. Mrs. APIMON POSRI  Gender: Female  Age : 55 years  Highest level of education : Bachelor's degree  Study field of the highest level of education : Business Administration  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 234 Shares (0.000039 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Executive directors)</p> <p>Authorized directors as per the companys certificate of registration : Yes</p> <p>Type of director : Continuing director (Full term of directorship and being re-appointed as a director)</p>	20 Jul 2022	<p>Human Resource Management, IT Management, Personal Products &amp; Pharmaceuticals, Corporate Social Responsibility, Corporate Management</p>

List of directors	Position	First appointment date of director	Skills and expertise
<p>8. Mr. NAT ATIVITAVAS  Gender: Male  Age : 51 years  Highest level of education : Doctoral degree  Study field of the highest level of education : Engineering  Thai nationality : Yes  Residence in Thailand : Yes  Family relationship between directors and executives : Doesnt Have  Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have  DAP course : Yes  DCP course : No</p> <p><b>Shareholding in the company</b></p> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	<p>Director  (Non-executive directors)</p> <p>Authorized directors as per the companys certificate of registration : No</p> <p>Type of director : Existing director</p>	10 Aug 2022	Strategic Management, Marketing, Risk Management, Corporate Management, Personal Products & Pharmaceuticals

List of directors	Position	First appointment date of director	Skills and expertise
9. Mr. YUTTANA SUWANNACHOT Gender: Male Age : 55 years Highest level of education : Doctoral degree Study field of the highest level of education : Science Thai nationality : Yes Residence in Thailand : Yes Family relationship between directors and executives : Doesnt Have Legal offenses in the past 5 years <sup>(*)</sup> : Doesnt Have DAP course : Yes DCP course : No  <b>Shareholding in the company</b> <ul style="list-style-type: none"> <li>• Direct shareholding : 0 Shares (0.000000 %)</li> <li>• Shareholding by persons related to the directors, executives according to Section 59 <sup>(**)</sup> : 0 Shares (0.000000 %)</li> </ul>	Director (Non-executive directors)  Authorized directors as per the companys certificate of registration : No  Type of director : Existing director	27 Feb 2023	Strategic Management, Corporate Management, Governance/ Compliance, Personal Products & Pharmaceuticals

Additional explanation:

(\*) Any offense under the Securities and Exchange Act B.E. 2535 (1992) or the Derivatives Act B.E. 2546 (2003), only in the following cases:

(1) Dishonest act or gross negligence

(2) Disclosure or dissemination of false information or statements that may be misleading or conceal material facts that should be notified, which may affect decision making of shareholders, investors or other parties involved

(3) Unfair acts or exploitation of investors in trading securities or derivatives, or participation in, or support to, such acts.

(\*\*) Shareholdings by persons related to directors or executives as prescribed in Section 59 of the Securities and Exchange Act B.E. 2535 (1992), such as spouses or cohabiting couple (unmarried couples living together openly), minor children, etc.

List of board of directors who resigned / vacated their position during the year

List of the board of directors by position

List of the board of directors	Position	Executive directors	Non-executive directors	Independent directors	Non-executive directors who have no position in independent directors	Authorized directors as per the companys certificate of registration
1. Clinical Professor Emeritus, MD. UDOM KACHINTORN	Chairman of the board of directors		✓	✓		
2. Dr. TRINNAWAT THANITNITHIPHAN	Director	✓				✓
3. Ms. NAPAPORN DECHAKARAT	Director	✓				✓
4. Professor Dr. SANSANEE CHAIYAROJ	Director		✓	✓		
5. Mr. KAMTORN SILA-ON	Director		✓	✓		
6. Dr. PAO SRIPRASERTSUK	Director		✓	✓		
7. Mrs. APIMON POSRI	Director	✓				✓
8. Mr. NAT ATIVITAVAS	Director		✓		✓	
9. Mr. YUTTANA SUWANNACHOT	Director		✓		✓	
<b>Total (persons)</b>		<b>3</b>	<b>6</b>	<b>4</b>	<b>2</b>	<b>3</b>

#### Overview of director skills and expertise

Skills and expertise	Number (persons)	Percent (%)
1. Personal Products & Pharmaceuticals	9	100.00

Skills and expertise	Number (persons)	Percent (%)
2. Health Care Services	2	22.22
3. Information & Communication Technology	1	11.11
4. Marketing	3	33.33
5. Accounting	1	11.11
6. Finance	1	11.11
7. Corporate Social Responsibility	1	11.11
8. Human Resource Management	1	11.11
9. Procurement	1	11.11
10. IT Management	2	22.22
11. Corporate Management	5	55.56
12. Strategic Management	7	77.78
13. Risk Management	3	33.33
14. Governance/ Compliance	5	55.56
15. Business Administration	1	11.11

**Information about the other directors** <sup>(\*)(\*\*)</sup>

	2023	2024	2025
The chairman of the board and the highest-ranking executive are from the same person	-	No	No
The chairman of the board is an independent director	-	Yes	Yes
The chairman of the board and the highest-ranking executive are from the same family	No	No	No

	2023	2024	2025
Chairman is a member of the executive board or taskforce	-	No	No
The company appoints at least one independent director to determine the agenda of the board of directors meeting	Yes	Yes	No

Additional explanation :

(\*) Composition of the Board of Directors is calculated from the Board of Directors data in the year 2022 onwards

(\*\*) If a remark is specified, the remark from the most recent year will be displayed

### The measures for balancing the power between the board of directors and the Management

The measures for balancing the power between the board of directors and the Management : Have

Methods of balancing power between the board of directors and Management : Appointing an independent director to jointly consider the agenda of the board of directors meeting

The Chairman of the Board of Directors must not be the same person as the Chief Executive Officer to ensure a balance of power. The Chairman of the Board of Directors plays a leading role in the Board of Directors.

(A) Set the agenda for board meetings in consultation with the Chief Executive Officer and have measures in place to ensure that important matters are included in the meeting agenda.

(B) Allocate sufficient time for management to present matters and for directors to thoroughly discuss key issues.

(C) Encourage directors to exercise their discretion and express their opinions independently.

Reference link for the measures for balancing the power between the board of directors and the management : <https://investor.interpharma.co.th/storage/downloads/corporate-governance/20250324-ip-cg-policy-en.pdf>

Page number of the reference link : 6

### Information on the roles and duties of the board of directors

Board charter : Have

The Company has established the Board of Directors Charter to clearly define the roles, duties, responsibilities, and authority of the Board of Directors in order to ensure that the Board performs its duties efficiently, transparently, and in accordance with the principles of good corporate governance. The key elements of the Board of Directors Charter are summarized as follows:

#### 1. Structure and Composition of the Board of Directors

The Board of Directors shall consist of independent directors representing at least one-third of the total number of directors. Independent directors must possess the qualifications as prescribed by the Capital Market Supervisory Board. The Chairman of the Board should be an independent director and must not be the same person as the Chief Executive Officer.

## 2. Qualifications of Directors

The Board of Directors comprises individuals with knowledge, expertise, and experience that are beneficial to the Company's business operations.

## 3. Term of Office of Directors

Independent directors may serve a maximum consecutive term of nine years. In addition, directors may hold directorships in no more than five listed companies.

## 4. Roles, Duties, and Responsibilities of the Board of Directors

The Board of Directors is responsible for determining the Company's policies, vision, strategies, and business directions, as well as overseeing the management's operations to ensure alignment with the established policies. The Board performs its duties with responsibility, due care, and integrity for the best interests of the Company and its shareholders as a whole.

## 5. Board Meetings and Quorum

The Board of Directors shall convene at least six meetings per year to consider and monitor the Company's operating performance as well as to deliberate on significant matters relating to the Company's business operations. Relevant meeting materials and supporting documents are provided to directors at least five working days in advance of the meeting date. For a Board meeting to constitute a quorum at the time a resolution is passed, at least two-thirds of the total number of directors must be present.

## 6. Performance Evaluation of the Board of Directors

The Company requires an annual performance evaluation of the Board of Directors, both collectively and individually, in order to enhance the effectiveness of the Board in overseeing the Company's corporate governance.

## Information on subcommittees

### Information on subcommittees

### Information on roles of subcommittees

## Roles of subcommittees

### Audit Committee

#### Role

- Audit of financial statements and internal controls

#### Scope of authorities, role, and duties

The Audit Committee has roles, duties, and responsibilities according to the charter:

1. Review the Company's financial reporting to ensure it is accurate and sufficient.
2. Review the Company's internal control system and internal audit system to ensure that they are suitable and effective. Consider the independence of the internal audit unit as well as approve the appointment, transfer, or termination of the head of the internal audit unit or any other unit responsible for internal auditing.
3. Review the Company's compliance with the laws on securities and stock exchange, the regulations of the Stock Exchange of Thailand, and laws related to the Company's business.
4. Consider, select, and nominate an independent person to be the Company's auditor and propose such a person's remuneration. Attend a meeting with the auditor without the participation of the management division at least once a year.

5. Consider related party transactions or transactions that may have conflicts of interest in accordance with the laws and regulations of the Stock Exchange of Thailand to ensure that such transactions are reasonable and in the best interest of the Company.
6. Prepare a report of the Audit Committee to be disclosed in the Company's annual report. The report must be signed by the chairman of the Audit Committee and contain at least the following information:
  - (a) Opinions on the accuracy, completeness, and reliability of the Company's financial reports
  - (b) Opinions on the adequacy of the Company's internal control system
  - (c) Opinions on compliance with the Securities and Exchange Act, the SET requirements, or other laws related to the Company's business.
  - (d) Opinions on the suitability of an auditor
  - (e) Opinions on transactions that may have conflicts of interest
  - (f) The number of Audit Committee meetings and the attendance at such meetings by each member of the Audit Committee
  - (g) Opinions or overall observations received by the Audit Committee from performing their duties in accordance with the charter.
  - (h) Other items that shareholders and general investors should know under the scope of duties and responsibilities assigned by the Board of Directors
7. Perform any other act as assigned by the Board of Directors with the approval of the Audit Committee.

#### **Reference link for the charter**

-

### **Executive Committee**

#### **Role**

- Others
- To supervise the Company's operations and monitor its performance to ensure compliance with the established policies, strategies, plans, and objectives.

#### **Scope of authorities, role, and duties**

1. Present the goal, policy, business plan, including operations strategy, the Company's annual budget, business expansion, financial plan determination, and human resources administration together with considering and screening suggestions from the management division to propose to the Board of Directors for approval.
2. Control and supervise the operations, and monitor the Company's performance to be in accordance with the set policies, goals, strategies, business plans, and budgets approved by the Board of Directors to be effective, as well as providing management suggestions to top executives.
3. Consider and approve the operations with normal business transactions as well as the operations supporting the normal business of the Company with general trade conditions in the amount of each item not exceeding 100 million Baht but not exceeding the budget as approved by the Board of Directors or as approved by the Board of Directors in the principles. It must be conducted under the regulations of The Office of the Securities and Exchange Commission including the Stock Exchange of Thailand regarding the related transactions and the transactions of the disposition of assets.
4. Consider the proposed interim dividend payment or the annual dividend payment to propose to the Board of Directors for approval or agreement for proposing to the Shareholders Meeting depending on the case.
5. Consider and approve any related party transactions that are not regarded as stakeholders, which are the transactions with trade agreements in the same manner that a person of ordinary prudence would do with general counterparties in the same situation with the trade bargaining power that is free from influence between the Company and its subsidiaries and directors, executives, or related persons as well as proceeding in any necessary

steps related to doing such transactions. This includes considering to assign any individuals to perform such matters under the scope of authorization from time to time. The Executive Committee shall report such transactions with significant high value in the Board of Directors Meeting every quarter or as the wishes of the Board of Directors.

6. Appoint executive directors or managing directors or one or more other persons to handle the Company operations on behalf of the Executive Committee under the control and supervision of the Executive Committee within a period as the committee sees appropriate. The Executive Committee may also terminate, void, change, or modify the delegation when deemed appropriate.

7. Authorize to appoint the working group to consider any matters that the Executive Committee deems appropriate.

8. Authorize to appoint the consultants in various fields necessary for the operations of the Company within the budget approved by the Board of Directors each year.

Such appointment must be made in writing or recorded as a resolution of the Executive Committee, including clearly specifying the scope of duties and duration (if any) of the assignees.

In addition, the delegation must not be the delegation that makes the person authorized to consider and approve the transactions with possible conflicts of interest, stakes, or any other conflicts of interest with the Company unless it is an approval of the transaction which is in accordance with the regulations and criteria that the Board of Directors considered and approved, or an ordinary business transaction with general trading conditions. Such transactions must be conducted under the regulations, conditions, and procedures regarding the related party transactions and the transactions on acquisition or disposition of assets of the Company according to the notifications of the Capital Market Supervisory Board and/or any other notifications of relevant agencies.

9. Consider and screen every type of work that needs to propose to the Board of Directors Meeting unless it is the work under the authority and responsibility and/or is the authority of the other sub-committees of the Company to consider and screen to directly propose with the Board of Directors.

10. Review and revise the charter of the Executive Committee every year.

11. Perform any other duties as assign by the Board of Directors.

In this regard, it is authorized to adjust the scope of the approval authority of the Board of Directors according to item (1) - (11) for appropriateness and in accordance with the laws enforced at the time.

#### **Reference link for the charter**

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### **Nomination and Remuneration Committee**

#### **Role**

- Director and executive nomination
- Remuneration

#### **Scope of authorities, role, and duties**

- Nomination

1. Consider setting criteria and methods for recruiting directors and top executives.
2. Consider the structure, size, and composition of the Board of Directors and subcommittees to be appropriate with the Company's strategy and the changing situation.
3. Consider recruiting, selecting, and nominating appropriate persons to serve as directors who have completed their terms and/or have vacancies and/or additional appointments, taking into account the diversity of knowledge, expertise, skills, and experiences that are beneficial to the Company's business operations and dedication.
4. Encourage the Company to provide opportunities for minority shareholders to nominate candidates for nomination as company directors.

5. Consider selecting qualified directors to serve as members of subcommittees to propose appointments to the Board of Directors as appropriate or when there is a vacancy.
6. Consider the qualifications of the highest executives suitable for the management of the Company's business, including recruiting, selecting, and nominating suitable persons for such positions upon vacancies by covering education, experience, knowledge, and expertise as well as taking environmental factors and business competition into consideration.
7. Review the succession plan for the Company's highest management positions regularly, along with the list of candidates to be considered for succession, and propose to the Board of Directors an appointment when the position becomes vacant.
8. Perform any other operations related to recruitment as assigned by the Board of Directors.

- Remuneration

1. Ensure that directors and high-ranking executives of the Company receive compensation that is appropriate for their duties and responsibilities towards the Company. Directors who are assigned more duties and responsibilities should receive remuneration appropriate to the duties and responsibilities assigned to them.
2. Determine necessary and appropriate remuneration, both monetary and non-monetary, of directors by linking remuneration with duties, responsibilities, and the overall performance of the Company, comparing with companies in similar businesses, and estimating the benefits expected from directors to be able to motivate and retain capable, qualified, and potential directors. This will be proposed to the Board of Directors for approval before being presented to the Shareholders Meeting for approval.
3. Consider approving and reviewing the compensation structure for the top executives of the Company, as well as assessing the year's performance and considering adjusting the appropriate remuneration rate for the Company's top executives to propose to the Board of Directors for approval.
4. Acknowledge the criteria and guidelines for allocating performance bonuses, and adjusting annual salary for employees and executives upwards by considering various factors such as the Company's performance in the same industry or similar industries, etc. to be prepared under the annual budget framework and compensation management principles that the total compensation is as specified by the Company.
5. Perform any other tasks related to remuneration as assigned by the Board of Directors.

#### Reference link for the charter

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### Corporate Governance and Sustainable Development Committee

#### Role

- Corporate governance
- Sustainability development
- Climate-related risks and opportunities governance

#### Scope of authorities, role, and duties

1. Consider, review, and present to the Board of Directors for approval good corporate governance policy, business ethics, social responsibility policy, environment policy, company sustainable development policy, and any other policies and guidelines that will support the Company's operations in accordance with good governance to create transparency, fairness, and support sustainable growth of the Company.
2. Supervise the management to implement the policies and guidelines in Item 1 to continuously develop the Company. Such policies and guidelines must be in line with and suitable for the Company's business, be recommendations of regulatory agencies, or be relevant to and comparable to international standards.
3. Follow up and review various work systems within the organization in accordance with the code of conduct and

best practices as defined.

4. Follow up and give orders in the event that the operations of the management and employees have issues that do not comply with the policies and guidelines that have been laid down.
5. Follow up and report the performance of the organization according to the good corporate governance policy and other related policies to the Board of Directors and external organizations as appropriate.
6. Supervise to create the anti-corruption policy that is appropriate and adequate for business operations.
7. Sustainable development in business operations is conducted by adhering to the responsibility to all stakeholders for sustainable mutual benefits which consisted of economic, social, and environmental aspects under good corporate governance principles.
8. Give advice and support to the chief executive officer in relation to the development of sustainability operations.
9. Have the authority to invite executives or any persons related to the Company to provide a comment, attend the meeting, or provide relevant information.
10. Perform other duties as assigned by the Board of Directors.

### **Reference link for the charter**

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## **Risk Management Committee**

### **Role**

- Risk management

### **Scope of authorities, role, and duties**

1. Assign the risk management policy, risk appetite, and risk tolerance to present the risk management policy to the Board of Directors for approval. It needs to cover various types of risks that are important from both inside and outside the corporate.
2. Plan the strategies and actions for the risk management to correspond with the risk management policy. It must be able to assess, monitor, and supervise the overall risk management system or process to be at the appropriate and acceptable level.
3. Control, follow up, inspect, evaluate the risk management, and supervise the Company to manage and operate under the risk management policy set by the Company together with complying with the set regulations.
4. Review the risk management report and execute to ensure that the corporate has the appropriate risk management with sufficient policy and system, including the system effectiveness and execution of the set policy.
5. Consider to improve, revise, and express opinions on the risk management policy, plan, and process to propose to the Board of Directors for consideration and approval.
6. Report the status of the Company's risks, the guidelines that need to be improved, and the operational results to the Board of Directors every quarter.
7. Supervise, support, encourage cooperation in the Company's risk management, and continuously review the adequacy of the risk management policy and system for the risk management to operate effectively.
8. Authorize to establish the working group to obligate the risk management and report to the Audit Committee.
9. Provide advice to the Board of Directors and the management division about the risk management.
10. Report to the Board of Directors Meeting about important risk records and the risk status assessment of the risk management and the impact that will occur in the operations, including how to prevent and what needs to be improved. In case of a significant impact on the Company, it must report to the Board of Directors as soon as possible.
11. Perform any other tasks assigned by the Board of Directors.
12. Review the charter of the Risk Management Committee once a year or as necessary and appropriate.

Reference link for the charter

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Information on each subcommittee

List of audit committee

List of directors	Position	Appointment date of audit committee member	Skills and expertise
<p>1. Mr. KAMTORN SILA-ON<sup>(*)</sup>                      Gender: Male                      Age : 55 years                      Highest level of education : Master's degree                      Study field of the highest level of education : Business Administration                      Thai nationality : Yes                      Residence in Thailand : Yes                      Expertise in accounting information review : Yes</p>	<p>Chairman of the audit committee                      (Non-executive directors, Independent director)                       Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	8 Feb 2021	Finance, Accounting, Governance/ Compliance, Strategic Management, Personal Products & Pharmaceuticals
<p>2. Dr. PAO SRIPRASERTSUK                      Gender: Male                      Age : 50 years                      Highest level of education : Doctoral degree                      Study field of the highest level of education : Computer Science                      Thai nationality : Yes                      Residence in Thailand : Yes                      Expertise in accounting information review : No</p>	<p>Member of the audit committee                      (Non-executive directors, Independent director)                       Director type : Continuing director (Full term of directorship and being re-appointed as a director)</p>	10 Nov 2021	IT Management, Governance/ Compliance, Strategic Management, Personal Products & Pharmaceuticals

List of directors	Position	Appointment date of audit committee member	Skills and expertise
3. Professor Dr. SANSANEE CHAIYAROJ Gender: Female Age : 63 years Highest level of education : Doctoral degree Study field of the highest level of education : immunobiology Thai nationality : Yes Residence in Thailand : Yes Expertise in accounting information review : No	Member of the audit committee (Non-executive directors, Independent director)  Director type : Existing director	1 Aug 2020	Risk Management, Health Care Services, Governance/ Compliance, Personal Products & Pharmaceuticals, Strategic Management

Additional explanation :

(\*) Directors with expertise in accounting information review

#### List of audit committee members who resigned / vacated their position during the year

#### List of executive committee members

List of committee members	Position	Appointment date of executive committee member
1. Dr. TRINNAWAT THANITNITHIPHAN Gender: Male Age : 55 years Highest level of education : Doctoral degree Study field of the highest level of education : Organizational Development Thai nationality : Yes Residence in Thailand : Yes	The chairman of the executive committee	12 Aug 2021

List of committee members	Position	Appointment date of executive committee member
2. Ms. NAPAPORN DECHAKARAT Gender: Female Age : 50 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	12 Aug 2021
3. Mrs. APIMON POSRI Gender: Female Age : 55 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	12 Aug 2021
4. Mr. Dranun Jamsai Gender: Male Age : 42 years Highest level of education : Master's degree Study field of the highest level of education : Economics Thai nationality : Yes Residence in Thailand : Yes	Member of the executive committee	9 Aug 2022

**List of executive committee members who resigned / vacated their position during the year**

**Other Subcommittees**

Subcommittee name	Name list	Position
Nomination and Remuneration Committee	Mr. KAMTORN SILA-ON	The chairman of the subcommittee (Independent director)

Subcommittee name	Name list	Position
	Dr. PAO SRIPRASERTSUK	Member of the subcommittee (Independent director)
	Dr. TRINNAWAT THANITNITHIPHAN	Member of the subcommittee
Corporate Governance and Sustainable Development Committee	Clinical Professor Emeritus, MD. UDOM KACHINTORN	The chairman of the subcommittee (Independent director)
	Professor Dr. SANSANEE CHAIYAROJ	Member of the subcommittee (Independent director)
	Mr. KAMTORN SILA-ON	Member of the subcommittee (Independent director)
	Dr. PAO SRIPRASERTSUK	Member of the subcommittee (Independent director)
Risk Management Committee	Professor Dr. SANSANEE CHAIYAROJ	The chairman of the subcommittee (Independent director)
	Dr. TRINNAWAT THANITNITHIPHAN	Member of the subcommittee
	Ms. NAPAPORN DECHAKARAT	Member of the subcommittee

List of subcommittees who resigned / vacated their position during the year

Information on the executives

Information on the executives

List and positions of the executive

List of the highest-ranking executive and the next four executives

List of executives	Position	First appointment date	Skills and expertise
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List of executives	Position	First appointment date	Skills and expertise
<p>1. Dr. TRINNAWAT THANITNITHIPHAN Gender: Male Age : 55 years Highest level of education : Doctoral degree Study field of the highest level of education : Organizational Development Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>CHIEF EXECUTIVE OFFICER (The highest-ranking executive)</p>	<p>1 Feb 2014</p>	<p>Strategic Management, Corporate Management, Marketing, Personal Products &amp; Pharmaceuticals, Business Administration</p>
<p>2. Ms. NAPAPORN DECHAKARAT Gender: Female Age : 50 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No</p>	<p>Chief Operating Officer</p>	<p>14 Jun 2017</p>	<p>Risk Management, Procurement, Marketing, Personal Products &amp; Pharmaceuticals, Information &amp; Communication Technology</p>

List of executives	Position	First appointment date	Skills and expertise
3. Mrs. APIMON POSRI Gender: Female Age : 55 years Highest level of education : Bachelor's degree Study field of the highest level of education : Business Administration Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : No Accounting supervisor : No	Human Resources Director	1 Jul 2020	Human Resource Management, IT Management, Personal Products & Pharmaceuticals, Corporate Social Responsibility, Corporate Management
4. Ms. Chatkaew Krudkosol (*) Gender: Female Age : 56 years Highest level of education : Bachelor's degree Study field of the highest level of education : Accounting Thai nationality : Yes Residing in Thailand : Yes Highest responsibility in corporate accounting and finance : Yes Accounting supervisor : No	Acting Chief Financial & Accounting	23 Jun 2023	Budgeting, Business Administration, Accounting, Finance, Personal Products & Pharmaceuticals

Additional Explanation :

(\*) Highest responsibility in corporate accounting and finance

(\*\*) Accounting supervisor

(\*\*\*) Appointed after the fiscal year end of the reporting year

#### Organization structure diagram of the highest-ranking executive and the next four executives

#### Organization structure diagram of the highest-ranking executive and the next four executives from the top executive

#### Remuneration policy for executive directors and executives

The Company has established a remuneration policy for top executives. The Nomination and Remuneration Committee shall consider the remuneration of the chief executive officer by considering the Company's duties, responsibilities, results, and performance. The Company shall determine the remuneration structure that is an incentive for the chief

executive officer and top executives to work in line with the objectives and main goals of the organization and be consistent with the long-term benefits of the business. This includes considering the appropriate remuneration proportion of salary, short-term performance such as bonuses, and long-term performance such as the Employee Stock Option Plan. In this regard, the remuneration rate of top executives is the rate that can be compared with other businesses in the same industry.

Reference link for remuneration policy for executive directors and executives : <https://investor.interpharma.co.th/storage/downloads/corporate-governance/20230323-ip-remuneration-policy-for-directors-senior-executives-th.pdf>

Page number of the reference link : 1

Does the board of directors or the remuneration committee have an opinion on the remuneration policy for executive directors and executives : Have

The Board of Directors and the Nomination and Remuneration Committee considered the remuneration of the Company's top executives by taking into account their roles, duties, and responsibilities, performance, and the Company's operating results. The executive remuneration, comprising salaries and special remuneration, was determined in alignment with the performance of each executive and the Company's operating results, at rates comparable to those of businesses within the same industry. The Board is of the opinion that the top executive remuneration of the Company is reasonable and appropriate.

#### Remuneration of executive directors and executives

##### Monetary remuneration of executive directors and executives

	2023	2024	2025
<b>Total remuneration of executive directors and executives (baht)</b>	20,480,000.00	18,440,000.00	19,836,510.00
Total remuneration of executive directors (baht)	0.00	0.00	0.00
Total remuneration of executives (baht)	20,480,000.00	18,440,000.00	19,836,510.00

The Company paid monetary compensation to four executives, consisting of salaries and special remuneration.

##### Other remunerations of executive directors and executives

	2023	2024	2025

	2023	2024	2025
Company's contribution to provident fund for executive directors and executives (Baht)	874,787.00	908,798.00	920,490.00
Employee Stock Ownership Plan (ESOP)	No	No	No
Employee Joint Investment Program (EJIP)	No	No	No

The Company has established a provident fund for its executives, to which the Company contributes at a rate of 5% of salary. In 2025, the Company made provident fund contributions for four executives.

#### Outstanding remuneration or benefits of executive directors and executives

Outstanding remuneration or benefits of executive directors and executives in the past year : 0.00

Estimated remuneration of executive directors and executives in the current year : 0.00

#### Other significant information

Other significant information

#### Assigned person

##### List of persons assigned for accounting oversight

General information	Email	Telephone number
1. Ms. Supaporn Chanwongnam	pook.supaporn@interpharma.co.th	02-634-0225

##### List of the company secretary

General information	Email	Telephone number
1. Ms. Chompunuch Meevang	chompunuch@interpharma.co.th	02-634-0225

##### List of the head of internal audit or outsourced internal auditor

General information	Email	Telephone number
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General information	Email	Telephone number
1. Mr. Supoj Pannoi	pannoi_ten@amtaudit.com	02-184-1846

#### List of the head of the compliance unit

General information	Email	Telephone number
1. Ms. Chompunuch Meevang	chompunuch@interpharma.co.th	02-634-0225

#### Head of investor relations

Does the Company have an appointed head of : Have  
investor relations

#### List of the head of investor relations

General information	Email	Telephone number
1. Ms. Chompunuch Meevang	ir@interpharma.co.th	02-634-0225

#### Company's auditor

##### Details of the companys auditor

Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
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Audit firms	Audit fee (Baht)	Other service fees	Names and general information of auditors
<p>EY OFFICE LIMITED NO. 1875 ONE BANGKOK TOWER 3, LEVEL 34 - 37, RAMA 4 ROAD, LUMPHINI PATHUM WAN Bangkok 10330 Telephone number +66 2264 9090</p>	<p>9,410,000.00</p>	<p>Types of non-audit service : Service</p> <p>Details of non-audit service : PPA Training</p> <p>Amount paid during the fiscal year 450,000.00 baht</p> <p>Amount to be paid in the future 0.00 baht</p> <p>Total non-audit fee 450,000.00 baht</p>	<p>1. Ms. SIRIWAN NITDAMRONG Email: Siriwan. Nitdamrong@th.ey.com Telephone number: 02- 264-9090 License number: 5906</p> <p>2. Ms. KAMONTIP LERTWITWORATEP Email: Kamontip. Lertwitworatep@th.ey.com Telephone number: 02- 264-9090 License number: 4377</p> <p>3. Mrs. SARINDA HIRUNPRASURTWUTTI Email: Sarinda. Hirunprasurtwutti@th.ey. com Telephone number: 02- 264-9090 License number: 4799</p> <p>4. Mr. SOMSAK CHIRATDHITIAMPHYVONG Email: somsak. chiratdhitamphyvong@th. ey.com Telephone number: 02- 264-9090 License number: 8874</p>

#### Assigned personnel in case of a foreign company

Does the company have any individual assigned to : No  
be representatives in Thailand

#### List of designated individuals as representatives in Thailand

## Performance Report on Corporate Governance

### Information about the summary of duty performance of the board of directors over the past year

#### Summary of duty performance of the board of directors over the past year

The Board of Directors has performed its duties within the scope of authority assigned with responsibility, due care, and integrity, for the best interests of the Company and all stakeholders. The Board has focused on ensuring that the Company's operations are conducted in accordance with the principles of good corporate governance, while also monitoring and determining the direction of the Company's business operations to ensure alignment with its strategies and objectives.

The Board of Directors places importance on establishing the Company's policies, strategies, and operational plans, as well as closely monitoring the performance of the management team to ensure that the Company's operations are efficient, transparent, and capable of generating sustainable growth. In addition, the Board has considered and approved significant corporate matters, including risk management, oversight of the internal control system, and compliance with applicable laws, regulations, and relevant requirements.

In terms of corporate governance, the Board of Directors has promoted operations in accordance with good governance principles, emphasizing transparency, accountability, and responsibility toward all stakeholder groups. The Board also supports business development alongside social and environmental responsibility.

In this regard, in 2025 the Company adopted the principles of good corporate governance as the Company's operational guidelines.

#### Selection, development and evaluation of duty performance of the board of directors

#### Information about the selection of the board of directors

#### List of directors whose terms have ended and have been reappointed

List of directors	Position	First appointment date of director	Skills and expertise
Mr. KAMTORN SILA-ON	Director	8 Feb 2021	Finance, Accounting, Governance/ Compliance, Strategic Management, Personal Products & Pharmaceuticals
Dr. PAO SRIPRASERTSUK	Director	10 Nov 2021	IT Management, Governance/ Compliance, Strategic Management, Personal Products & Pharmaceuticals

List of directors	Position	First appointment date of director	Skills and expertise
Mrs. APIMON POSRI	Director	20 Jul 2022	Human Resource Management, IT Management, Personal Products & Pharmaceuticals, Corporate Social Responsibility, Corporate Management

#### List of newly appointed director to replace the ex-director

#### List of newly appointed director not being replaced the ex-director

#### Selection of independent directors

##### Criteria for selecting independent directors

Regulations for selecting independent directors are based on the regulations for nominating directors of the Board. The qualifications of those who will act as independent directors are considered from the qualifications and prohibited characteristics according to the Public Limited Companies Act, including the Securities and Exchange Act, relevant notifications, rules, and/or regulations. The independent directors shall have educational qualifications, specialized work experience, and other appropriateness to propose to the Shareholders Meeting for further consideration and appointment as a director of the Company. If any independent director vacates office before the end of the term, the Board of Directors may appoint an independent director with the abovementioned qualifications to take the position. The replacement of the independent director will be in the office only for the remaining term of the independent director.

The Board of Directors has set the qualifications of independent directors as follows:

1. Holding no more than 1% of the total eligible voting shares of the Company, parent companies, subsidiaries, associated companies, major shareholders, or controlling person of the Company, by totally counting the shares held by related persons to such independent director.
2. Not being a director participating in a management role, an employee, staff, advisor who receives a regular salary, or a controlling person, or the Company, parent companies, subsidiaries, associated companies, same level subsidiaries, major shareholders, or a controlling person of the Company during the past 2 years before his/her appointment as an independent director. Except for the case that he/she was a government official or government advisor who is a major shareholder or controlling person of the Company.
3. Having no relation by blood or by legal registration as the father, mother, spouse, brother or sister, and child, including the spouse of a child of other directors, executives, major shareholders, control person or person who is nominated to be the director, executives, or control person of the Company or subsidiaries.
4. Having no business relation with the Company, parent companies, subsidiaries, associated companies, major shareholder, or controlling person of the Company that would impede his/her independent discretion. Not being or

having been a significant shareholder or controlling person of the Company of a business relationship with the Company, parent companies, subsidiaries, associated companies, major shareholder or controlling person of the Company, unless clear from the foregoing relationship for not less than two years.

The term business relationship aforementioned under paragraph one includes any normal business transaction, rental or lease of immovable property, transaction relating to assets or services, grant or receipt of financial assistance through receiving or extending loans, guarantee, providing assets as collateral, including any other similar action, which results in the Company or its counterparty being subject indebtedness payable to the other party in the amount of 3 percent or more of the net tangible assets of the company or 20 million Baht or more, whichever is lower. The amount of such indebtedness shall be calculated according to the calculation method for the value of connected transactions under the Notification of the Capital Market Supervisory Board concerning Rules on Connected Transactions *mutatis mutandis*. The combination of such indebtedness shall include indebtedness taking place during the course of 1 year prior to the date on which the business relationship with the person is commenced.

5. Not be or used to be an auditor of the Company, its parent company, subsidiaries, associated companies, or controlling persons. The person must not be a significant shareholder or controlling person or managing partner of an audit firm that employs auditors of the Company, its parent company, subsidiaries, associated companies, major shareholders, or controlling persons of the Company, unless the foregoing relationship already ended for no less than 2 years prior to the date of appointment.

6. Not being or having been an auditor of the Company, parent companies, subsidiaries, associated companies, major shareholder, or controlling person of the Company. Not being or having been partners of an audit firm, where the auditor of the Company, parent companies, subsidiaries, associated companies, major shareholder, or controlling person of the Company, except for the case of being exempted from having such characteristics, unless clear from those characteristics, for not less than 2 years.

7. Not being a director appointed for the representation of the Company's directors, major shareholders, or shareholders who are related persons of the major shareholders of the Company.

8. Not undertaking any businesses, the nature of which is the same as the Company or its subsidiaries and, in any material respect, is competitive with the business of the Company or its subsidiaries. Not being a substantial partner in the partnership, or a director who is involved in the Company management, an employee, a staff member, an advisor who receives a regular salary, or a shareholder holding more than one percent of shares with voting rights of a company, the nature of whose business is the same as the Company. In any material respect, it is competitive with the business of the Company or its subsidiaries.

9. Not having any characteristics that could prevent giving an independent opinion on the operation of the Company.

The independent directors may be assigned by the Board of Directors to make decisions on the business operations of the Company, its parent company, subsidiaries, associated companies, same-level subsidiaries, major shareholders, or a person with authority from the Company whose decisions can be made in the form of a collective decision.

If the person appointed by the Company to be an independent director is an individual who has or was has a business relationship or provision of professional services over the prescribed value in article (4) or article (6), the Board of Directors may grant a respite if the said individual appointment does not affect the performance of duties and giving independent opinions and the Company has already disclosed the following information in the Shareholders Meeting invitation letter on the agenda to consider the appointment of the aforementioned independent directors.

1. Nature of business relationship or professional service which makes such person qualified, not in accordance with the specified regulations
2. Reasons and necessity for retaining or appointing the individual as an independent director
3. Opinions from the Board of Directors in proposing the appointment of the individual as an independent director

In this regard, independent directors shall check and attest their independent qualifications at least once a year, which will be notified together with the director information report at the end of the year for the preparation of the annual registration statement (Form 56-1) and the Company's annual report.

## **Business or professional relationships of independent directors over the past year**

Business or professional relationships of independent directors over the past year : No

## **Selection of directors and the highest-ranking executive**

### **Method for selecting directors and the highest-ranking executive**

Method for selecting persons to be appointed as directors through the nomination committee : Yes

Method for selecting persons to be appointed as the highest-ranking executive through the nomination committee : Yes

### **Number of directors from major shareholders**

Number of directors from each group of major shareholders over the past year (persons) : 2

### **Rights of minority shareholders on director appointment**

1. 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.

2. 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.

In 2025, the Nomination and Remuneration Committee has provided shareholders with an opportunity to participate in proposing qualified directors to be proposed to the 2026 Annual General Meeting of Shareholders during the period from October 1, 2025 to December 31, 2025, it was found that no shareholders proposed any agenda items and names of persons to be considered for election as directors of the Company.

Method of director appointment : Method whereby each director requires approval votes more than half of the votes of attending shareholders and casting votes

### Setting qualifications for the selection of directors

#### Details of qualifications for the selection of directors

Qualifications, knowledge, or experience	Skill and expertise
<p>The Nomination and Remuneration Committee, is responsible for selecting and screening qualified individuals in accordance with the Company's regulations. To obtain professional and diverse directors, the structure, size and composition of the board will be considered. The number of directors proposed to be directors will be equal to the number of directors whose terms are due to expire or in other cases. The opinions will be submitted to the Board of Directors for consideration of the persons to be nominated for election and submitted to the shareholders' meeting for consideration and approval. In the election of directors, the Company will allow shareholders</p>	<p>Personal Products &amp; Pharmaceuticals, Information &amp; Communication Technology, Strategic Management, Risk Management, Governance/ Compliance</p>

Qualifications, knowledge, or experience	Skill and expertise
<p>to elect directors individually by having all the votes they have cast to elect each nominated director. The Nomination and Remuneration Committee will consider and select qualified persons, possess expertise from various professions, have leadership, broad vision, are moral and ethical, and have a transparent work history, including the ability to express opinions independently, taking into account the following important elements:</p> <p>1. Personal characteristics of the person who will be selected for nomination as a director in various fields are as follows:</p> <p>1.1 Integrity and accountability</p> <p>1.2 Informed judgment</p> <p>1.3 Be mature and stable, a good listener, and dare to express different and independent opinions.</p> <p>1.4 Adhere to work with professional principles and standards.</p> <p>1.5 Other features that the Audit Committee deems important</p> <p>2. The specific expertises are needed to be on the Board so that the Board can formulate strategies and policies, and supervise the implementation of strategies effectively, for example:</p> <p>2.1 Health sciences knowledge</p> <p>2.2 Accounting and finance knowledge</p> <p>2.3 Organization and human resource management</p> <p>2.4 Risk management</p> <p>2.5 Crisis management</p> <p>2.6 Industry knowledge</p> <p>2.7 Strategic - domestic and international marketing knowledge</p> <p>2.8 Strategic planning</p> <p>2.9 Other specific knowledge and expertise that the Board of Directors deems necessary for the Company's business operations in the next 3 - 5 years, including knowledge related to the Company's business strategies,</p>	

Qualifications, knowledge, or experience	Skill and expertise
are health and safety regulations knowledge, research & development, e-commerce knowledge, merger & acquisition, etc.	

## Information on the development of directors

### Development of directors over the past year

#### Details of the development of directors over the past year

List of directors	Participation in training in the past financial year	History of training participation
1. Clinical Professor Emeritus, MD. UDOM KACHINTORN (Chairman of the board of directors, Independent director)	Non-participating	-
2. Dr. TRINNAWAT THANITNITHIPHAN (Director)	Participating	Other <ul style="list-style-type: none"> <li>• 2025: Digital CEO Program, Class 9, Ministry of Digital Economy and Society</li> <li>• 2025: Rule of Law for Democracy Program, Class 13, Constitutional Court Academy</li> <li>• 2024: Climate Action Leader Program, Class 3, Ministry of Natural Resources and Environment</li> </ul>
3. Ms. NAPAPORN DECHAKARAT (Director)	Non-participating	-
4. Professor Dr. SANSANEE CHAIYAROJ (Director, Independent director)	Participating	Other <ul style="list-style-type: none"> <li>• 2025: Audit Committee Seminar by EY Office Limited</li> </ul>

List of directors	Participation in training in the past financial year	History of training participation
5. Mr. KAMTORN SILA-ON (Director, Independent director)	Participating	Other <ul style="list-style-type: none"> <li>• 2025: Audit Committee Seminar by EY Office Limited</li> <li>• 2025: Hot Issue for Directors, The Evolving Role of Audit Committee in Fostering Trust and Transparency by SET</li> </ul>
6. Dr. PAO SRIPRASERTSUK (Director, Independent director)	Non-participating	-
7. Mrs. APIMON POSRI (Director)	Non-participating	-
8. Mr. NAT ATIVITAVAS (Director)	Non-participating	-
9. Mr. YUTTANA SUWANNACHOT (Director)	Non-participating	-

## Information on the evaluation of duty performance of directors

### Criteria for evaluating the duty performance of the board of directors

The Company conducts an annual performance evaluation of the Board of Directors to enhance the effectiveness of corporate governance and to continuously improve Board performance in line with best practices. The evaluation covers the Board as a whole (Board Evaluation), Board Committees (Committee Evaluation), and individual directors (Individual Evaluation). The assessment criteria include Board structure and composition, roles and responsibilities, strategic direction and oversight, risk management and internal control, compliance with applicable laws and corporate governance principles, as well as meeting effectiveness, independence of views, and active participation of directors.

The Company adopts a self-assessment approach comprising four evaluation forms:

**1. Board of Directors self-assessment** to evaluate the overall effectiveness of the Board in discharging its duties and responsibilities in overseeing the Company's operations. The evaluation covers six key areas:

1. Board structure and composition
2. Roles, duties, and responsibilities of the Board
3. Board meeting practices
4. Directors performance
5. Relationship between the Board and management
6. Directors development

**2. Individual Director Self-Assessment** is conducted to encourage directors to review their individual performance and to reinforce their awareness of their roles and responsibilities. The evaluation covers five key areas:

1. Director qualifications
2. Readiness and commitment to perform duties
3. Participation in Board meetings
4. Roles, duties, and responsibilities
5. Relationship with management

**3. Board Committee self-assessment** of its sub-committees to review their effectiveness and ensure continuous improvement in their performance. The Company's sub-committees comprise: Audit Committee, Nomination and Remuneration Committee, Risk Management Committee, Corporate Governance and Sustainability Committee, and Executive Committee. The evaluation framework covers four key areas:

1. Structure and qualifications of sub-committee members
2. Meeting practices
3. Roles, duties, and responsibilities
4. Reporting to the Board of Directors

**4. Chief Executive Officer performance evaluation**, which is conducted by independent directors and non-executive directors. The evaluation framework consists of two main sections:

**Section 1: Performance Measurement.** This section covers ten key aspects, including:

1. Leadership
2. Strategy formulation
3. Strategy execution
4. Financial planning and performance
5. Relationship with the Board of Directors
6. Relationship with external stakeholders
7. Human resource management
8. Succession planning
9. Knowledge of products and services
10. Personal attributes

#### **Section 2: CEO Development**

Each evaluation form applies a scoring system expressed as a percentage of the total score for each criterion, with the following rating scale: 91-100% = Excellent, 81-90% = Very Good, 71-80% = Good, 60-70% = Fair, and below 59% = Needs Improvement. Directors are also encouraged to provide additional comments and recommendations to support the continuous improvement of the Board's performance.

The evaluation results are reported to the Board of Directors for acknowledgment and are used as a basis for the ongoing enhancement of the Company's corporate governance effectiveness.

### **Evaluation of the duty performance of the board of directors over the past year**

In 2025, the Board of Directors and its sub-committees conducted self-assessments, with the results summarized as follows:

#### **1. Board of Directors (Collective) Evaluation**

The evaluation was completed by 9 directors. The overall average score was 96.44%, which is rated as *Excellent*. The Board considered that its structure is appropriate, directors have a clear understanding of their roles, duties, and responsibilities, and are able to perform their duties collectively in an effective manner to support the Company's business operations.

## 2. Individual Director Evaluation

The evaluation was completed by 9 directors, with an average score of 96.75%, rated as *Excellent*.

## 3. Board Committee Evaluation

1. Audit Committee: Evaluated by 3 members, with an average score of 92.29% (*Excellent*)
2. Nomination and Remuneration Committee: Evaluated by 3 members, with an average score of 92.53% (*Excellent*)
3. Risk Management Committee: Evaluated by 3 members, with an average score of 98.06% (*Excellent*)
4. Corporate Governance and Sustainable Development Committee: Evaluated by 4 members, with an average score of 93.79% (*Excellent*)
5. Executive Committee: Evaluated by 4 members, with an average score of 88.33% (*Very Good*)

## 4. Chief Executive Officer Performance Evaluation

The evaluation was conducted by 6 independent directors and non-executive directors. The average score was 94.63%, rated as *Excellent*, reflecting that the Chief Executive Officer has performed his duties effectively and in alignment with assigned roles and responsibilities.

### Details of the evaluation of the duty performance of the board of directors

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Board of Directors	Group assessment	96.44	100
	Self-assessment	96.75	100
	Cross-assessment (assessment of another director)	None	None
Audit Committee	Group assessment	92.29	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Nomination and Remuneration Committee	Group assessment	92.53	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

List of directors	Assessment form	Grade / Average score received	Grade / Full score
Risk Management Committee	Group assessment	98.06	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Corporate Governance and Sustainable Development Committee	Group assessment	93.79	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None
Executive Committee	Group assessment	88.33	100
	Self-assessment	None	None
	Cross-assessment (assessment of another director)	None	None

#### Performance evaluation criteria for the executives

Performance evaluation criteria for the executives : Yes

The assessment of the chief executive officer performance comprises 10 topics which are (1) Leadership, (2) Strategy Formulation, (3) Strategy Execution, (4) Financial Planning and Performance, (5) Board Relations, (6) External Relations, (7) Management and Personnel Relations, (8) Succession, (9) Products and Services Knowledge, and (10) Personal Characteristics Summary of performance evaluation of the chief executive officer. The summary of the assessment form of the chief executive officer performance showed that the chief executive officer performed their duties well and appropriately. The average score is a very good equal to 84.30%.

#### Information on meeting attendance and remuneration payment to each board member

Meeting attendance and remuneration payment to each board member

#### Meeting attendance of the board of directors

Meeting attendance of the board of directors

Number of the board of directors meeting over the : 6  
past year (times)

Date of AGM meeting : 28 Apr 2015

EGM meeting : No

#### Details of the board of directors' meeting attendance

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
1. Clinical Professor Emeritus, MD. UDOM KACHINTORN (Chairman of the board of directors, Independent director)	6	/	6	1	/	1		/	
2. Dr. TRINNAWAT THANITNITHIPHAN (Director)	6	/	6	1	/	1		/	
3. Ms. NAPAPORN DECHAKARAT (Director)	6	/	6	1	/	1		/	
4. Professor Dr. SANSANEE CHAIYAROJ (Director, Independent director)	6	/	6	1	/	1		/	
5. Mr. KAMTORN SILA-ON (Director, Independent director)	6	/	6	1	/	1		/	
6. Dr. PAO SRIPRASERTSUK (Director, Independent director)	6	/	6	1	/	1		/	

Names of Board members	Meeting attendance of the board of directors			AGM meeting attendance			EGM meeting attendance		
	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)	Attendance (times)	/	Meeting rights (times)
7. Mrs. APIMON POSRI (Director)	6	/	6	1	/	1		/	
8. Mr. NAT ATIVITAVAS (Director)	6	/	6	1	/	1		/	
9. Mr. YUTTANA SUWANNACHOT (Director)	6	/	6	1	/	1		/	

#### Summary of the board of directors meeting attendance rate

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
1. Clinical Professor Emeritus, MD. UDOM KACHINTORN (Chairman of the board of directors)	6/6 (100.00%)	1/1 (100.00%)	N/A
2. Dr. TRINNAWAT THANITNITHIPHAN (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
3. Ms. NAPAPORN DECHAKARAT (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
4. Professor Dr. SANSANEE CHAIYAROJ (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
5. Mr. KAMTORN SILA-ON (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
6. Dr. PAO SRIPRASERTSUK (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A

Names of directors	Board of directors meeting attendance rate	AGM meeting attendance rate	EGM meeting attendance rate
7. Mrs. APIMON POSRI (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
8. Mr. NAT ATIVITAVAS (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
9. Mr. YUTTANA SUWANNACHOT (Director)	6/6 (100.00%)	1/1 (100.00%)	N/A
<b>Average meeting attendance rate</b>	<b>100.00%</b>	<b>100.00%</b>	<b>N/A</b>

#### Detailed justification for the Company director's non-attendance at the Board of Directors' meeting

### Remuneration of the board of directors

#### Types of remuneration of the board of directors

##### Remuneration Determination Policy for Directors

The Company has established a policy for determining directors remuneration in alignment with its strategy and long-term objectives. The remuneration is determined by taking into consideration directors experience, duties, scope of roles, accountability and responsibilities, expected contributions, and the Company's operating performance in the previous year. It also takes into account business expansion and profitability growth. The remuneration rates are benchmarked against those of comparable companies within the same industry which the Board of Directors has assigned the Nomination and Remuneration Committee to consider the structure and rate of directors' remuneration, both monetary and non-monetary, to be appropriate both remuneration at a fixed rate (such as regular compensation meeting allowance) and remuneration according to the Company's performance (such as bonuses, gratuities) and propose to the Board of Directors meeting for consideration and present to the Shareholders Meeting for approval annually.

1. Monetary remuneration comprises monthly remuneration and meeting allowances.

In 2025, the 2025 Annual General Meeting of Shareholders held on April 28, 2025, approved the monthly remuneration and meeting allowance of the Board of Directors and sub-committees as follows:

Details	Year 2025
<b>Monthly Remuneration</b> (Person: Month) For non-executive directors <ul style="list-style-type: none"> <li>● Chairman</li> <li>● Director</li> </ul>	30,000 Baht 20,000 Baht
<b>Meeting Allowances</b> for non-executive directors (Baht: Time) (Pay only for attendees)	20,000 Baht
<u><b>Board of Director</b></u> <ul style="list-style-type: none"> <li>● Chairman</li> <li>● Director</li> </ul>	15,000 Baht
<u><b>Audit Committee</b></u> <ul style="list-style-type: none"> <li>● Chairman of Audit Committee</li> <li>● Audit Committee</li> </ul>	22,500 Baht 15,000 Baht
<u><b>Nomination and Remuneration Committee</b></u> <ul style="list-style-type: none"> <li>● Chairman</li> <li>● Director</li> </ul>	15,000 Baht 10,000 Baht
<u><b>Corporate Governance and Sustainable Development Committee</b></u> <ul style="list-style-type: none"> <li>● Chairman</li> <li>● Director</li> </ul>	15,000 Baht 10,000 Baht
<u><b>Risk Management Committee</b></u> <ul style="list-style-type: none"> <li>● Chairman</li> <li>● Director</li> </ul>	15,000 Baht 10,000 Baht

However, the directors who are executives and employees of the Company shall not receive monthly remuneration and meeting allowances for the positions of the Company's directors above because they already got the remuneration from the Company in the form of salary as employees of the Company.

The Company has a policy to pay bonuses to independent directors and non-executive directors (collectively) of not more than 0.5% of the total dividend declared. The Board of Directors and/or persons authorized by the Board are responsible for allocating such bonuses among the independent directors and non-executive directors.

2. Other remuneration: None

In this regard, the aggregate of monthly remuneration, meeting allowances, directors bonuses, and other benefits in any form payable to the Board of Directors shall not exceed THB 4,000,000 per annum.

## Remuneration of the board of directors

### Details of the remuneration of each director over the past year

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>1. Clinical Professor Emeritus, MD. UDOM KACHINTORN (Chairman of the board of directors, Independent director)</b>			<b>510,000.00</b>		<b>N/A</b>
Board of Directors (Chairman of the board of directors)	120,000.00	360,000.00	480,000.00	No	
Corporate Governance and Sustainable Development Committee (The chairman of the subcommittee)	30,000.00	0.00	30,000.00	No	
<b>2. Dr. TRINNAWAT THANITNITHIPHAN (Director)</b>			<b>0.00</b>		<b>N/A</b>
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (The chairman of the executive committee)	0.00	0.00	0.00	No	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Nomination and Remuneration Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
<b>3. Ms. NAPAPORN DECHAKARAT (Director)</b>			<b>0.00</b>		<b>N/A</b>
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
Risk Management Committee (Member of the subcommittee)	0.00	0.00	0.00	No	
<b>4. Professor Dr. SANSANEE CHAIYAROJ (Director, Independent director)</b>			<b>440,000.00</b>		<b>N/A</b>
Board of Directors (Director)	90,000.00	240,000.00	330,000.00	No	
Audit Committee (Member of the audit committee)	60,000.00	0.00	60,000.00	No	
Risk Management Committee (The chairman of the subcommittee)	30,000.00	0.00	30,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Corporate Governance and Sustainable Development Committee (Member of the subcommittee)	20,000.00	0.00	20,000.00	No	
<b>5. Mr. KAMTORN SILA-ON (Director, Independent director)</b>			<b>470,000.00</b>		<b>N/A</b>
Board of Directors (Director)	90,000.00	240,000.00	330,000.00	No	
Audit Committee (Chairman of the audit committee)	90,000.00	0.00	90,000.00	No	
Nomination and Remuneration Committee (The chairman of the subcommittee)	30,000.00	0.00	30,000.00	No	
Corporate Governance and Sustainable Development Committee (Member of the subcommittee)	20,000.00	0.00	20,000.00	No	
<b>6. Dr. PAO SRIPRASERTSUK (Director, Independent director)</b>			<b>430,000.00</b>		<b>N/A</b>
Board of Directors (Director)	90,000.00	240,000.00	330,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
Audit Committee (Member of the audit committee)	60,000.00	0.00	60,000.00	No	
Nomination and Remuneration Committee (Member of the subcommittee)	20,000.00	0.00	20,000.00	No	
Corporate Governance and Sustainable Development Committee (Member of the subcommittee)	20,000.00	0.00	20,000.00	No	
<b>7. Mrs. APIMON POSRI (Director)</b>			<b>0.00</b>		<b>N/A</b>
Board of Directors (Director)	0.00	0.00	0.00	No	
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	
<b>8. Mr. NAT ATIVITAVAS (Director)</b>			<b>330,000.00</b>		<b>N/A</b>
Board of Directors (Director)	90,000.00	240,000.00	330,000.00	No	
<b>9. Mr. YUTTANA SUWANNACHOT (Director)</b>			<b>330,000.00</b>		<b>N/A</b>
Board of Directors (Director)	90,000.00	240,000.00	330,000.00	No	

Names of directors / Board of directors	Company				Total monetary remuneration from subsidiaries (Baht)
	Meeting allowance	Other monetary remuneration	Total (Baht)	Non-monetary remuneration	
<b>10. Mr. Dranun Jamsai (Member of the executive committee)</b>			<b>0.00</b>		<b>N/A</b>
Executive Committee (Member of the executive committee)	0.00	0.00	0.00	No	

#### Summary of the remuneration of each committee over the past year

Names of board members	Meeting allowance	Other monetary remuneration	Total (Baht)
1. Board of Directors	570,000.00	1,560,000.00	2,130,000.00
2. Audit Committee	210,000.00	0.00	210,000.00
3. Executive Committee	0.00	0.00	0.00
4. Nomination and Remuneration Committee	50,000.00	0.00	50,000.00
5. Corporate Governance and Sustainable Development Committee	90,000.00	0.00	90,000.00
6. Risk Management Committee	30,000.00	0.00	30,000.00

#### Summary of the remuneration of the board of directors

	2023	2024	2025
Meeting allowance (Baht)	1,015,000.00	950,000.00	950,000.00
Other monetary remuneration (Baht)	1,854,999.60	2,206,800.00	1,560,000.00

	2023	2024	2025
Total (Baht)	2,869,999.60	3,156,800.00	2,510,000.00

### Remunerations or benefits pending payment to the board of directors

Remunerations or benefits pending payment to the : 0.00  
board of directors over the past year  
(Baht)

### Information on corporate governance of subsidiaries and associated companies

#### Corporate governance of subsidiaries and associated companies

#### Mechanism for overseeing subsidiaries and associated companies

Does the Company have subsidiaries and associated : Yes  
companies

Mechanism for overseeing subsidiaries and : Yes  
associated companies

Mechanism for overseeing management and taking : The appointment of representatives as directors,  
responsibility for operations in subsidiaries and executives, or controlling persons in proportion to  
associated companies approved by the board of shareholding, The determination of the scope of duties  
directors and responsibilities of directors and executives as company  
representatives in establishing important policies,  
Disclosure of financial condition and operating results,  
Transactions between the company and related parties,  
Other significant transactions, Acquisition or disposal of  
assets, Internal control system of the subsidiary operating  
the core business is appropriate and sufficient in the  
subsidiary operating the core business

1. The Company has the policy to invest in businesses that are related to the core business of the Company and that have the potential to generate profits and have growth opportunities to increase the Company's profitability or be beneficial businesses (synergy) to the Company by realizing the return that will be received from the investment through controlling and supervising the management of the subsidiary as if it were a unit of the Company. Also, it shall monitor the management to maintain the benefits of the Company's investments continuously and sustainably, create added value, and build confidence among the Company's stakeholders. Accordingly, the Company has established policies for the control and supervision of its subsidiaries and associates in which the Company has invested, by defining management structures for such subsidiaries and associates to oversee management and assume responsibility for the operations of the subsidiaries and associates as follows:

#### Nomination of Individuals to be Directors and Executives of the Subsidiaries and Associated Companies

1.1 The Company will send individuals approved by the Board of Directors Meeting to be directors and executives in the subsidiaries and associated companies to supervise and establish the management policy as a part of the Company. The number of people who will join as directors in the subsidiaries are mainly based on the Company's shareholding in the subsidiaries or in accordance with an agreement. For investments in the associated companies, the Company needs the policy to control more. Submission of representatives to join as directors of the associated

companies will be appropriately considered, depending on the agreement. Such individuals must have appropriate qualifications and experience in managing the business of such subsidiaries and associated companies.

#### 1.2 Scope of Duties and Responsibilities of Directors and Executives in Subsidiaries and Associated Companies

- Follow up the operations of the subsidiaries and associated companies closely to achieve the goals set by the Company.
- Perform duties as assigned by the Board of Directors of the subsidiaries and associated companies and/or the Shareholders Meeting of the subsidiaries or associated companies.
- Consider and vote at the Board of Director Meeting of the subsidiaries and associated companies in general operations of the subsidiaries and associated companies as the directors and executives of the subsidiaries and associated companies seem appropriate for the utmost benefit of the subsidiaries, associated companies, and the Company, except for consideration and voting on the following, which must be approved by the Board of Directors and/or the Company's Shareholders Meeting depending on the case before proceeding.

(1) Transactions of the subsidiaries are in accordance with the notification of connected transactions and the notification of acquisition<sup>[1]</sup> and disposition<sup>[2]</sup>.

(2) Transactions which may have a significant impact on the finance and the subsidiaries operations are listed below:

- Sell or transfer all or some significant portions of the subsidiaries to other people.
- Purchase or accept the business transfer of other companies to be in the possession of the subsidiaries.
- Dissolve the subsidiaries.
- Transfer or waive significant benefits and claims that can cause damages to the subsidiaries.
- Borrow money, lend, guarantee, encumber, or provide financial assistance to other companies that significantly affect the subsidiaries finances.
- Revise the articles of association of the subsidiaries.
- Capital increase, share allocation, and the reduction of the registered capital of the subsidiaries, as well as other actions that directly and indirectly cause the Company's shareholding to decrease from 10 % of the paid-up capital of the subsidiary to holding less than 50 % of the paid-up capital of that subsidiary.

3. Directors and executives of the subsidiaries, including the related individual of such directors and executives, are responsible for reporting to the Board of Directors of the subsidiaries about the relationships and transactions with subsidiaries in ways that may cause conflicts of interest and shall avoid entering into any transactions that may cause conflicts of interest with such subsidiaries. In this regard, the Board of Directors of the subsidiaries is responsible for reporting such matters to the Company.

Directors and executives of the subsidiaries must not participate in approving matters in which they have interests or conflicts of interest.

4. Subsidiaries are required to report business plans, investment projects, and joint ventures with other operators to the Company through the subsidiaries' monthly performance report, including providing information or documents related to operations upon request. In the event that the Company detects any significant issues, it may notify the subsidiary to clarify and/or submit documents for consideration by the Company.

5. The Company has assigned financial control policies for subsidiaries and associated companies. The subsidiaries and associated companies have the duties as follows:

- Submit monthly results and quarterly reviewed financial statements reviewed by a certified public accountant as well as supporting information for the preparation of such financial statements of subsidiaries and associated companies for the Company to support the preparation of the consolidated financial statements or report the Company's quarterly or annual performance, depending on circumstances.
- Prepare overall operation estimates and summarize the comparison of the planned operation with the actual operation on a quarterly basis, including following up on the performance to be in accordance with the plan that has been set for reporting to the Company.

- Report significant financial issues to the Company when they are discovered or be requested by the Company to carry out an investigation and report.

[1] Related Listing Announcement means the Securities and Exchange Commission's announcement No. 21/2008 regarding the criteria for related transactions and the Stock Exchange of Thailand's announcement regarding the disclosure of information and the operation of registered companies involved in acquired or disposed assets in 2004 and the Securities and Exchange Commission's announcement regarding the disclosure of information and the operation of registered companies involved in acquired or disposed assets in 2004.

## Information on the monitoring of compliance with corporate governance policy and guidelines

### The monitoring of compliance with corporate governance policy and guidelines

#### Prevention of conflicts of interest

#### Operations for conflict of interest prevention over the past year

Has the company operated in preventing conflicts of interest over the past year : Yes

The Board of Directors has carefully considered conflicts of interest and considered measures to prevent conflicts of interest by assigning the Audit Committee to participate in the consideration and approval of related transactions. In addition, the Company has disclosed details of related party transactions that occurred in the financial statements under the specified accounting standards and has a policy prohibiting directors and executives from using the Company's information, whether directly or indirectly. In this regard, the Company must comply with the Stock Exchange of Thailand's announcements applicable to connected transactions of listed companies or the acquisition and disposition of assets of listed companies, as the case may be. In 2025, the Company had no transactions that may cause conflicts of interest.

#### Number of cases or issues related to conflict of interest

	2023	2024	2025
Total number of cases or issues related to conflict of interest (cases)	0	0	0

#### Prevention of the use of inside information to seek benefits

#### Operations for prevention of the use of inside information to seek benefits over the past year

Has the company operated in preventing the use of : Yes  
inside information to seek benefits over the past year

The Company ensures that the use of inside information is conducted in compliance with applicable laws and the principles of good corporate governance. Such requirements are set out in writing in the Company's Code of Business Conduct to prevent the misuse of information for trading in the Company's securities, with details as follows:

1. Directors, executives, executives in accounting or finance or equivalent positions, and employees in departments related to inside information that affects the change in the Company's securities price must not use inside information before disclosing it to the public. Such persons are prohibited to trade the Company's securities by oneself, spouse, or minor children, either directly or indirectly, within 1 month prior to disclosure of quarterly and annual financial statements and at least 24 hours after such disclosure.
2. Directors, executives, and employees in departments that receive inside information that has not yet been disclosed to the public which may affect the change in the price of the Company's securities or other listed companies related to inside information shall not trade the securities of such companies by themselves, their spouses, minor children, either directly or indirectly until the 24-hour period has elapsed after disclosing the information to the public.
3. Directors and executives are required to report their holding of securities issued by the Company, which are for themselves, their spouses, and their minor children, to the Securities and Exchange Commission according to relevant requirements, including informing the changes in the holding of such securities to the Board of Directors regularly.
4. Directors and executives who shall change their holding of securities issued by the Company are required to notify the Company secretary at least 1 day in advance.
5. Directors and executives shall disclose information about their interests and related persons for the Board of Directors to consider the Company's transactions that may have conflicts of interest and make decisions for the benefit of the Company as a whole. Directors and executives who have stakes in the transactions with the Company shall not participate in decision-making on such transactions. However, this shall be in accordance with the related party transaction approval procedures or measures of the Company.
6. The Company has informed and educated its Directors, Executives, and Employees about preventing the use of inside information and regular prevention of conflicts of interest and such a policy has been prepared for everyone to know and adhere to.

In this regard, in 2025, there were no instances of trading in the Company's securities by executive directors, executives in charge of accounting or finance functions or equivalent positions, or employees in units related to inside information during the blackout periods prescribed by the Company.

**Number of cases or issues related to the use of inside information to seek benefits**

	2023	2024	2025
Total number of cases or issues related to the use of inside information to seek benefits (cases)	0	0	0

## Anti-corruption action

### Operations in anti-corruption in the past year

Has the company operated in anti-corruption over : Yes  
the past year

Form of operations in anti-corruption : Review of appropriateness in anti-corruption, The participation in anti-corruption projects, Communication and training for employees on anti-corruption policy and guidelines, The monitoring of the evaluation of compliance with the anti-corruption policy

The Company has established a written Anti-Corruption Policy, which requires the Board of Directors, executives, and employees to strictly comply with anti-corruption principles. The Board of Directors has assigned the Audit Committee to oversee the internal control system, while management is responsible for promoting awareness and communicating ethical conduct and integrity in the performance of duties to all employees. The Company has implemented and enforced the Anti-Corruption Policy as follows:

1. The policy has been communicated to directors, executives, and employees at all levels, with a requirement that all operations be conducted in strict compliance with applicable laws and regulations.
2. The Company has established whistleblowing channels for reporting any violations of the policy or suspected acts of corruption, together with appropriate measures to protect whistleblowers.
3. The Board of Directors reviews the Anti-Corruption Policy at least once a year.
4. The Company monitors compliance with the Anti-Corruption Policy. In 2025, it was found that the policy was fully complied with, and no complaints or reports relating to corruption were received.
5. The Company plans to participate in the Thai Private Sector Collective Action Against Corruption (CAC) within 2026.

In 2025, the Company did not receive any complaints or whistleblowing reports related to fraud or corruption, and the details of the Company's Anti-Corruption Policy are disclosed on the Company's website at [www.interpharma.co.th](http://www.interpharma.co.th) under the Investor Relations section, in the Corporate Governance category.

### Number of cases or issues related to corruption

	2023	2024	2025
Total number of cases or issues related to corruption (cases)	0	0	0

## Whistleblowing

## Operations related to whistleblowing over the past year

Has the company implemented whistleblowing : Yes  
procedures over the past year

The Company provides channels for the stakeholders to report complaints and whistleblowing through the channels provided as follows:

1. Postal mail, or delivered to:

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

Inter Pharma Public Company Limited

No. 140/9 ITF Tower, 9th Floor, Silom Road, Suriyawong Sub-District, Bangrak District, Bangkok 10500

2. Electronic mail at [comsec@interpharma.co.th](mailto:comsec@interpharma.co.th)

3. The Company's website at [www.interpharma.co.th](http://www.interpharma.co.th)

The Audit Committee, independent from the management division, will be a reviewer. The Investigation Committee will screen such clues and complaints.

In 2025, the Company did not find any clues and complaints related to corruption and/or violation of the Company's corporate governance policy, and/or unethical business practices, and/or human rights violations.

## Number of cases or issues related to whistleblowing

	2023	2024	2025
Total number of cases or issues received through whistleblowing channels (cases)	0	0	0

## The monitoring of compliance with other corporate governance policy and guidelines

The Company places great importance on good corporate governance and has established relevant policies and guidelines under its Corporate Governance Policy and Code of Business Conduct. The Company also actively promotes effective implementation of such policies to build confidence among all stakeholder groups.

In 2025, the Company monitored compliance with good corporate governance practices covering the following areas: (1) employee welfare and non-discrimination, (2) prevention of unfair competition, (3) environmental management, occupational health, and workplace safety, (4) information security, and (5) human rights. The monitoring results indicated that the Company has fully implemented the guidelines in all such areas.

## Information on report on the results of duty performance of the audit committee in the past year

### Meeting attendance of audit committee

Meeting attendance of audit committee (times) : 4

List of Directors	Meeting attendance of audit committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. KAMTORN SILA-ON (Chairman of the audit committee)	4	/	4	4/4 (100.00%)
2 Dr. PAO SRIPRASERTSUK (Member of the audit committee)	4	/	4	4/4 (100.00%)
3 Professor Dr. SANSANEE CHAIYAROJ (Member of the audit committee)	4	/	4	4/4 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

### The results of duty performance of the audit committee

In 2025, the Audit Committee performed its duties in accordance with the scope of authority and responsibilities stipulated in the Audit Committee Charter, as well as the requirements of the Stock Exchange of Thailand. The Committee carried out its duties independently, with due care, prudence, and integrity, while taking into consideration the best interests of the Company, its shareholders, and all stakeholders. In this regard, the Audit Committee supervised and monitored the Company's operations in key areas as summarized below:

#### 1. Oversight of the Internal Audit Function and Internal Control System

The Audit Committee oversaw the performance of the internal audit function by reviewing and approving the annual internal audit plan, monitoring the results of internal audits, and following up on corrective actions taken in response to the internal auditors recommendations. The Committee also reviewed the adequacy and effectiveness of the Company's internal control system to ensure that the Company has an appropriate and effective internal control framework consistent with the nature of its business operations and capable of properly managing significant risks.

#### 2. Oversight of the Company's Financial Reporting

The Audit Committee reviewed the quarterly and annual financial statements of the Company and its subsidiaries together with the management and the external auditor. The Committee also inquired with management regarding key matters related to the preparation of financial reports, including the use of accounting judgments, the selection of significant accounting policies, and the adequacy of disclosures in the financial statements. This review was conducted to ensure that the Company's financial statements were prepared accurately and completely in accordance with applicable financial reporting standards, with sufficient, transparent, and reliable disclosures, prior to submission to the Board of Directors for approval.

#### 3. Communication of Significant Matters between the Audit Committee and the External Auditor

The Audit Committee held regular meetings with the external auditor to acknowledge the audit plan, the results of the financial statement audit, and significant issues identified during the audit, including observations and recommendations from the auditor. In addition, the Audit Committee provided the external auditor with the opportunity to discuss matters with the Committee without the presence of management, in order to ensure that the external auditor could perform duties independently and communicate important audit-related matters openly and transparently.

#### 4. Consideration of the Independence of the External Auditor and Non-Audit Services

The Audit Committee considered the independence of the external auditor, including the provision of non-audit services. The Committee reviewed the nature and scope of such services to ensure that they did not create conflicts of interest or impair the independence of the external auditor in performing the audit of the Company's financial statements. The Audit Committee concluded that the provision of such services did not affect the independence of the external auditor.

#### 5. Other Duties within the Scope of the Audit Committee

The Audit Committee also performed other duties as stipulated in the Audit Committee Charter, including reviewing the Company's compliance with applicable laws, regulations, and relevant requirements; considering transactions that may involve conflicts of interest; and reviewing related-party transactions to ensure that such transactions are reasonable, transparent, and conducted in the best interests of the Company and its shareholders as a whole.

### Information on summary of the results of duty performance of subcommittees

#### Meeting attendance and the results of duty performance of subcommittees

##### Meeting attendance of Executive Committee

Meeting Executive Committee (times) : 6

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Dr. TRINNAWAT THANITNITHIPHAN (The chairman of the executive committee)	5	/	6	5/6 (83.33%)
2 Ms. NAPAPORN DECHAKARAT (Member of the executive committee)	6	/	6	6/6 (100.00%)
3 Mrs. APIMON POSRI (Member of the executive committee)	6	/	6	6/6 (100.00%)

List of Directors	Meeting attendance of Executive Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
4 Mr. Dranun Jamsai (Member of the executive committee)	6	/	6	6/6 (100.00%)
Average meeting attendance rate				(95.83%)

### The results of duty performance of Executive Committee

The Executive Committee of the Company has performed its duties within the scope of authority delegated by the Board of Directors, with emphasis on supervising and monitoring operations to ensure alignment with the Company's strategic plans, objectives, and approved budgets, in order to achieve stable and sustainable growth. The key performance highlights for 2025 are summarized as follows:

#### 1. Formulation and Execution of Corporate Strategy

Reviewed and refined the Company's strategic plan and annual business plan to ensure alignment with the prevailing economic conditions, industry landscape, and competitive environment. Established corporate goals and key performance indicators (KPIs) to achieve the Company's objectives.

#### 2. Supervision and Monitoring of Operating Performance

Regularly monitored financial and operational performance against the approved budget and targets. Analyzed key influencing factors and implemented appropriate corrective and improvement measures where necessary.

#### 3. Management of Investments and Key Projects

Considered and screened investment projects, business expansions, and strategic partnerships prior to proposing them to the Board of Directors for approval, taking into account expected returns, associated risks, and alignment with the Company's strategic direction.

#### 4. Oversight of Risk Management and Internal Control

Ensured the implementation of an appropriate risk management framework and internal control system, and supported relevant units in effectively addressing issues identified through audits and reviews.

#### 5. Human Resource Management and Organizational Development

Promoted the development of executives and employees, succession planning, and the cultivation of a corporate culture that fosters efficiency, transparency, and accountability.

#### 6. Compliance with Laws and Regulations

Oversaw the Company's compliance with applicable laws, regulations, and regulatory requirements, while promoting adherence to good corporate governance principles.

The Executive Committee has carried out its duties with due care, transparency, and adherence to good governance principles, taking into account the best interests of the Company and all stakeholders to support sustainable long-term growth.

### Meeting attendance of Nomination and Remuneration Committee

Meeting Nomination and Remuneration : 2  
Committee (times)

List of Directors	Meeting attendance of Nomination and Remuneration Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Mr. KAMTORN SILA-ON (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Dr. PAO SRIPRASERTSUK (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Dr. TRINNAWAT THANITNITHIPHAN (Member of the subcommittee)	2	/	2	2/2 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

### The results of duty performance of Nomination and Remuneration Committee

The Nomination and Remuneration Committee performed its duties in accordance with the scope of authority and responsibilities as stipulated in the Nomination and Remuneration Committee Charter, based on the principles of transparency, fairness, and appropriateness, in alignment with the Company's strategy and operating performance. The key performances in 2025 can be summarized as follows:

#### 1. Nomination and Appointment of Directors

The Committee considered and nominated qualified individuals with knowledge, capabilities, experience, and expertise beneficial to the Company's business operations. Such individuals must also possess qualifications in accordance with applicable laws and relevant regulations. The nominated candidates were then proposed to the Board of Directors for consideration and/or to the shareholders meeting for appointment as directors in place of those retiring by rotation.

#### 2. Establishment of Criteria and Consideration of Remuneration for Directors and Subcommittees

The Committee reviewed the remuneration framework to ensure that it was appropriate for the roles, duties, and responsibilities of the directors. Consideration was given to the Company's performance, business size, and benchmarking against other listed companies within the same industry before proposing the remuneration to the Board of Directors and/or the shareholders meeting for approval.

#### 3. Determination of the Chief Executive Officers Remuneration

The Committee considered the structure and criteria for determining the remuneration of the Chief Executive Officer, taking into account performance, responsibilities, and the ability to achieve the Company's strategic objectives, as well as benchmarking with other listed companies in the same industry.

#### 4. Consideration of the Succession Plan

The Committee regularly reviewed the succession plan for senior executives to ensure that the Company has capable and qualified personnel ready to assume key positions, in alignment with the Company's strategic direction and growth.

#### 5. Performance Evaluation and Self-Assessment

The Committee considered the guidelines and results of the performance evaluation and self-assessment of the Board of Directors, subcommittees, and the Chief Executive Officer. The evaluation results were used as supporting information for determining remuneration and for continuously improving the effectiveness of the Company's governance and operations.

## 6. Providing Shareholders the Opportunity to Nominate Director Candidates in Advance

The Committee reviewed the criteria and procedures for allowing shareholders to nominate qualified candidates for election as directors in advance of the Annual General Meeting of Shareholders, in order to promote good corporate governance practices and encourage shareholder participation.

In this regard, the Nomination and Remuneration Committee performed its duties with due care, independence, and in consideration of the best interests of the Company and all stakeholder groups, in order to support good corporate governance and the sustainable long-term growth of the Company.

### Meeting attendance of Corporate Governance and Sustainable Development

#### Committee

Meeting Corporate Governance and Sustainable Development Committee (times) : 2

List of Directors	Meeting attendance of Corporate Governance and Sustainable Development Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Clinical Professor Emeritus, MD. UDOM KACHINTORN (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Professor Dr. SANSANEE CHAIYAROJ (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
3 Mr. KAMTORN SILA-ON (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
4 Dr. PAO SRIPRASERTSUK (Member of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
<b>Average meeting attendance rate</b>				<b>(100.00%)</b>

### The results of duty performance of Corporate Governance and Sustainable Development Committee

The Corporate Governance and Sustainability Committee performed its duties in accordance with the scope of authority and responsibilities stipulated in the Corporate Governance and Sustainability Committee Charter. The Committee focuses on promoting good corporate governance alongside sustainable business development across environmental, social, and governance dimensions (Environmental, Social and Governance: ESG) in order to create long-term value for all stakeholder groups. The key performances in 2025 can be summarized as follows:

#### 1. Oversight of Compliance with Good Corporate Governance Principles

The Committee reviewed the Company's corporate governance policies and practices to ensure alignment with the requirements of regulatory authorities and internationally recognized best practices, while monitoring the effective implementation of such policies across the organization.

## 2. Promotion of Sustainability Practices (ESG Integration)

The Committee considered approaches to integrate environmental, social, and governance issues into the Company's corporate strategy, risk management framework, and business operations in order to enhance the Company's operational standards toward sustainable development.

## 3. Monitoring Environmental and Social Performance

The Committee monitored the management of resources, initiatives to reduce environmental impacts, responsible supply chain management, as well as social contribution activities and community engagement.

## 4. Oversight of Business Ethics and Anti-Corruption Practices

The Committee regularly reviewed the Company's Code of Conduct and anti-corruption policies, while promoting strict compliance among directors, executives, and employees. The Committee also supported the establishment of effective and fair whistleblowing channels.

## 5. Promotion of Transparency and Information Disclosure

The Committee oversaw the disclosure of accurate, complete, and timely information in compliance with applicable laws and regulatory requirements, in order to strengthen confidence among shareholders and investors.

## 6. Review of the Charter and Related Policies

The Committee reviewed the Corporate Governance and Sustainability Committee Charter as well as other related key policies to ensure that they remain appropriate, up to date, and consistent with the evolving business environment. Such reviews are conducted at least once a year.

In this regard, the Corporate Governance and Sustainability Committee performed its duties with due care, transparency, and independence, taking into consideration the best interests of the Company and all stakeholder groups, in order to support the Company's stable and sustainable long-term growth.

### Meeting attendance of Risk Management Committee

Meeting Risk Management Committee (times) : 2

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
1 Professor Dr. SANSANEE CHAIYAROJ (The chairman of the subcommittee, Independent director)	2	/	2	2/2 (100.00%)
2 Dr. TRINNAWAT THANITNITHIPHAN (Member of the subcommittee)	2	/	2	2/2 (100.00%)

List of Directors	Meeting attendance of Risk Management Committee			Average meeting attendance
	Meeting attendance (times)	/	Meeting attendance rights (times)	
3 Ms. NAPAPORN DECHAKARAT (Member of the subcommittee)	2	/	2	2/2 (100.00%)
Average meeting attendance rate				(100.00%)

### The results of duty performance of Risk Management Committee

The Risk Management Committee performed its duties in accordance with the scope of authority and responsibilities as stipulated in the Risk Management Committee Charter. The Committee focused on overseeing the establishment and maintenance of an effective and comprehensive risk management system that is aligned with the Company's strategies and business objectives. The key performances in 2025 can be summarized as follows:

#### 1. Establishment and Review of the Risk Management Policy

The Committee reviewed the Company's risk management policy and framework to ensure their appropriateness in response to the changing business environment, as well as their alignment with the Company's strategies, business plans, and investment expansion.

#### 2. Oversight of Enterprise Risk Management (ERM)

The Committee monitored the identification, assessment, and prioritization of key risks across the organization, including strategic, financial, operational, legal, corporate governance, information technology, and sustainability risks. Appropriate control measures and risk mitigation plans were also established to manage such risks effectively.

#### 3. Consideration of Significant and Emerging Risks

The Committee monitored risks that may significantly impact the Company's business operations, such as economic volatility, changes in laws and regulations, supply chain risks, and technology-related risks, in order to ensure preparedness and the timely establishment of appropriate response measures.

#### 4. Monitoring the Effectiveness of Internal Control Measures

The Committee coordinated with management and relevant departments to monitor the implementation of risk management plans and regularly assess the adequacy and effectiveness of the Company's internal control systems.

#### 5. Reporting Risk Management Results to the Board of Directors

The Committee summarized the results of risk assessments and the status of key risk management activities and reported them to the Board of Directors for acknowledgement and policy recommendations.

#### 6. Promotion of a Risk Management Culture within the Organization

The Committee encouraged executives and employees at all levels to recognize the importance of risk management and to integrate risk management processes into their daily operations.

In this regard, the Risk Management Committee performed its duties with due care, transparency, and independence in providing constructive recommendations to strengthen the Company's stability and support its long-term sustainable business operations.

## Corporate Sustainability Policy

### Information on policy and goals of sustainable management

#### Sustainability Policy

Sustainability Policy : Yes

The Company places importance on conducting its business in parallel with sustainable development. The Company aims to achieve stable long-term business growth while taking into consideration its responsibilities toward the environment, society, and all stakeholder groups. Accordingly, the Company has established a Sustainable Business Development Policy as a framework to guide its operations, covering three key dimensions: Environmental, Social, and Governance (ESG).

The Company conducts its business in accordance with the principles of good corporate governance, while adhering to business ethics, complying with applicable laws and regulations, and respecting human rights. The Company is committed to operating with transparency, fairness, and accountability, while taking into account the interests of all stakeholders, including shareholders, employees, customers, business partners, communities, and society at large.

The Company believes that conducting business under such principles will strengthen the organization while creating value for society and the environment, and ultimately lead to sustainable growth in the long term.

#### Sustainability management goals

Does the company set sustainability management goals : Yes

The Company has established sustainability targets in alignment with its business strategies by integrating Environmental, Social, and Governance (ESG) considerations into operations at all levels of the organization. This approach aims to enhance the Company's competitiveness while creating sustainable value for stakeholders.

The Company has defined key sustainability targets as follows:

##### Environmental

- Promote efficient use of resources and reduce environmental impacts from business operations.
- Improve operational processes with emphasis on energy conservation and appropriate waste management.
- Support operational practices that contribute to climate action and the mitigation of climate change impacts.
- Reduce greenhouse gas emissions across Scope 1, Scope 2, and Scope 3, and aim to achieve Net Zero greenhouse gas emissions by 2050.

##### Social

- Enhance employee capabilities and quality of life while promoting a safe and fair working environment.
- Respect human rights, ensure non-discrimination, and prohibit child labor, while promoting gender equality and embracing gender diversity. Currently, 75% of the Company's senior executives are female.
- Conduct business with responsibility toward consumers, customers, and business partners.
- Develop and offer high-quality and safe health-related products that meet consumers long-term needs.
- Contribute appropriately to community and social development.

##### Governance

- Conduct business in accordance with good corporate governance principles and business ethics.
- Promote transparency, accountability, and compliance with applicable laws and regulations.
- Manage the organization with due consideration for the interests of all stakeholders.
- Encourage continuous innovation development within the organization.

United Nations SDGs that align with the : Goal 1 No Poverty, Goal 2 Zero Hunger, Goal 3 Good

organization's sustainability management goals

Health and Well-being, Goal 5 Gender Equality, Goal 8 Decent Work and Economic Growth, Goal 9 Industry, Innovation and Infrastructure, Goal 10 Reduce Inequalities, Goal 11 Sustainable Cities and Communities, Goal 12 Responsible Consumption and Production, Goal 13 Climate Action

## Information on review of policy and/or goals of sustainable management over the past year

### Review of policy and/or goals of sustainable management over the past year

Has the company reviewed the policy and/or goals of sustainable management over the past year : Yes

Has the company changed and developed the policy and/or goals of sustainable management over the past year : Yes

During the past year, the Company has reviewed and further developed its sustainability management approach to align with its business direction, corporate strategy, and the evolving expectations of stakeholders. The Company has placed greater emphasis on integrating sustainability concepts into its business operations in order to strengthen the organizations stable and sustainable long-term growth.

The Company has also improved and enhanced its sustainability management practices in key areas, including establishing a clearer sustainability framework covering Environmental, Social, and Governance (ESG) dimensions, promoting responsible business practices toward society and the environment, emphasizing employee capability development, and conducting business in accordance with good corporate governance principles and business ethics.

In addition, the Company has participated in the JUMP+ Program organized by the Stock Exchange of Thailand, with the objective of strengthening the Companys business potential and supporting sustainable organizational growth. Under this program, the Company will develop and implement improvement plans in key areas, including a Business Growth Plan, a Governance Plan, and a Climate Action Plan, to enhance competitiveness, create long-term corporate value, and strengthen confidence among all stakeholders.

## Information on impacts on stakeholder management in 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	<ul style="list-style-type: none"> <li>● 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.</li> <li>● 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.</li> </ul>
2) Operations	<ul style="list-style-type: none"> <li>● 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.</li> <li>● The Company will always check the quality of the products to ensure that the Company's products are standard, safe and beneficial to consumers.</li> </ul>
3) Logistics and Distribution	<ul style="list-style-type: none"> <li>● 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.</li> </ul>
4) Marketing and Sales	<ul style="list-style-type: none"> <li>● The Company has regularly introduced new products and innovations so that the products sold are unique and different from other market products.</li> <li>● 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.</li> <li>● 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.</li> </ul>
5) After-sales services	<ul style="list-style-type: none"> <li>● 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.</li> </ul>

## Supporting Business

1) Procurement	<ul style="list-style-type: none"> <li>● Has a transparent procurement system.</li> <li>● Comply with trade conditions and treat partners fairly.</li> </ul>
2) Technology development for products and services	<ul style="list-style-type: none"> <li>● 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.</li> <li>● 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.</li> </ul>
3) Human Resource Management	<ul style="list-style-type: none"> <li>● Promote knowledge and always enhance skills for employees.</li> <li>● Provide appropriate compensation and benefits.</li> <li>● Treating All Employees Equally.</li> </ul>
4) Infrastructure	<ul style="list-style-type: none"> <li>● Implement the NetSuite Enterprise Resource Planning (ERP) in the company in order to connect the work between departments together.</li> </ul>

**Analysis of stakeholders in the business value chain**

**Details of stakeholder analysis in the business value chain**

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<u>Internal stakeholders</u>			

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Shareholders</li> </ul>	<ul style="list-style-type: none"> <li>- Business growth and good performance.</li> <li>- Operations that take into account the principles of good governance, business ethics, and responsibilities for social and environmental issues.</li> <li>- Transparent and reliable disclosure of information.</li> <li>- Treat all shareholders equally.</li> <li>- Appropriate compensation.</li> </ul>	<ul style="list-style-type: none"> <li>- Conduct business with transparency and good corporate governance.</li> <li>- provide timely and accurate disclosures.</li> <li>- pursue sustainable business growth and long-term value creation.</li> </ul>	<ul style="list-style-type: none"> <li>• Visit</li> <li>• Press Release</li> <li>• Online Communication</li> <li>• Annual General Meeting (AGM)</li> <li>• Complaint Reception</li> <li>• Others               <ul style="list-style-type: none"> <li>• Annual report</li> <li>• Financial statement</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Employees</li> </ul>	<ul style="list-style-type: none"> <li>- Treating All Employees Equally.</li> <li>- Fair compensation and welfare arrangements.</li> <li>- Good operational practices.</li> <li>- Work safety.</li> <li>- Opportunities for career growth.</li> <li>- Competence development.</li> <li>- Non-violation of human rights.</li> </ul>	<ul style="list-style-type: none"> <li>- Provide competitive compensation and welfare.</li> <li>- promote employee capability development.</li> <li>- maintain occupational health and safety standards.</li> <li>- support diversity and equal opportunity.</li> </ul>	<ul style="list-style-type: none"> <li>• Online Communication</li> <li>• Internal Meeting</li> <li>• Complaint Reception</li> <li>• Employee Engagement Survey</li> <li>• Training / Seminar</li> <li>• Others               <ul style="list-style-type: none"> <li>• Communications between senior executives and supervisors to convey to employees</li> </ul> </li> </ul>
<b><u>External stakeholders</u></b>			
<ul style="list-style-type: none"> <li>• Consumers</li> <li>• Customers</li> </ul>	<ul style="list-style-type: none"> <li>- Deliver safe and quality products and services.</li> <li>- Fair trade.</li> <li>- After-sales services.</li> <li>- Treating all customers equally.</li> <li>- Confidentiality.</li> </ul>	<ul style="list-style-type: none"> <li>- Develop high-quality and safe health products.</li> <li>- Ensure accurate product information.</li> <li>- Continuously improve product quality and customer service</li> </ul>	<ul style="list-style-type: none"> <li>• Online Communication</li> <li>• Complaint Reception</li> <li>• Satisfaction Survey</li> <li>• Others               <ul style="list-style-type: none"> <li>• Staff are ready to give advices and provide consultation about products sufficiently for decision making.</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Suppliers</li> <li>• Raw material distributors</li> </ul>	<ul style="list-style-type: none"> <li>- Fair procurement practices.</li> <li>- Ethical standards.</li> <li>- Comply with the trade conditions and treat partners fairly.</li> <li>- Transparent and ethical business conduct, long-term partnership.</li> <li>- Respect for human rights.</li> <li>- Data protection and confidentiality.</li> </ul>	<ul style="list-style-type: none"> <li>- Select qualified suppliers.</li> <li>- Promote ethical business practices.</li> <li>- Manage the supply chain efficiently.</li> <li>- Conduct business fairly and transparently.</li> <li>- Strengthen long-term partnerships.</li> <li>- Enhance responsible supply chain management.</li> </ul>	<ul style="list-style-type: none"> <li>• Online Communication</li> <li>• External Meeting</li> <li>• Complaint Reception</li> <li>• Others               <ul style="list-style-type: none"> <li>• Supplier communication channels.</li> <li>• Supplier evaluation.</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>• Creditor</li> </ul>	<ul style="list-style-type: none"> <li>- Strict compliance with the terms and mutual trade agreements</li> <li>- Treat customers equally</li> <li>- Dept payment in specified time</li> </ul>	<ul style="list-style-type: none"> <li>- Strictly adhere to the terms and conditions.</li> <li>- Treat creditors equally.</li> <li>- Pay debts on time as agreed.</li> </ul>	<ul style="list-style-type: none"> <li>• Online Communication</li> <li>• Complaint Reception</li> <li>• Others               <ul style="list-style-type: none"> <li>• Financial Reports</li> </ul> </li> </ul>

Group of stakeholders	Stakeholders expectations	Responses to stakeholder expectations	Channels for engagement and communication
<ul style="list-style-type: none"> <li>• Competitors</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with the good competition rules</li> <li>- Intellectual Property or Copyright</li> <li>- Compliance with applicable the laws</li> </ul>	<ul style="list-style-type: none"> <li>- Promoting Fair Competition.</li> <li>- Ethical Business Practices</li> <li>- Intellectual Property or Copyright</li> </ul>	<ul style="list-style-type: none"> <li>• Online Communication</li> <li>• Complaint Reception</li> </ul>
<ul style="list-style-type: none"> <li>• Community</li> <li>• Society</li> </ul>	<ul style="list-style-type: none"> <li>- Conduct business with social responsibility.</li> <li>- Encourage and support communities and social activities that benefit the society.</li> <li>- Compliance with applicable laws.</li> <li>- Respect human rights.</li> </ul>	<ul style="list-style-type: none"> <li>- Conducting business with consideration for its social and environmental impact.</li> <li>- Support activities that benefit the community.</li> <li>- Respect human rights.</li> </ul>	<ul style="list-style-type: none"> <li>• Social Event</li> <li>• Complaint Reception</li> </ul>
<ul style="list-style-type: none"> <li>• Government agencies and Regulators</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with laws and regulations.</li> <li>- Transparency in operations.</li> </ul>	<ul style="list-style-type: none"> <li>- Strictly comply with applicable laws and regulations.</li> <li>- Maintain transparent business practices.</li> </ul>	<ul style="list-style-type: none"> <li>• External Meeting</li> <li>• Training / Seminar</li> <li>• Others <ul style="list-style-type: none"> <li>• Regulatory reporting</li> </ul> </li> </ul>

## Information on organization's material sustainability topics

### Organization's material sustainability topics

The company has identified its sustainability materiality topics : Yes

Over the past year, the company has reviewed its sustainability materiality topics : Yes

### Details of organization's material sustainability topics

The names of the sustainability materiality topics	Subjects related to the sustainability materiality topics
Environment Dimension	<ul style="list-style-type: none"> <li>• Energy Management</li> <li>• Water Management</li> <li>• Waste and Waste Management</li> <li>• Greenhouse Gas Management</li> </ul>
Social Dimension	<ul style="list-style-type: none"> <li>• Human Rights</li> <li>• Fair Labor Practices</li> <li>• Customer / Consumer Responsibility</li> <li>• Community / Social Responsibility</li> <li>• Sustainable Supply Chain Management</li> <li>• Innovation Development</li> </ul>
Governance Dimension	<ul style="list-style-type: none"> <li>• Human Rights</li> <li>• Good Governance</li> <li>• Sustainability Risk Management</li> </ul>

## Information on sustainability report

### Corporate sustainability report

Corporate sustainability report : Doesnt Have data

### Company sustainability disclosure aligned with standards

Company sustainability disclosure aligned with standards or guidelines : Others : Form 56-1 One Report

## Sustainability risk management

### Information on risk management policy and plan

#### Risk management policy and plan

The Company recognizes and foresees the importance of good corporate risk management in order to drive the organization to grow and expand the business steadily, have a stable financial position, and be able to create sustainable returns to shareholders at an appropriate level, as well as in order to comply with the principles of good corporate governance and conduct checks and balances. The business competition that the Company has to face today, which is constantly changing whether caused by external factors or internal factors, may affect the ability to achieve the goals and main missions of the Company so it assigns the risk management committee to be responsible for formulating the risk management policy covering the entire organization and supervising the risk management system or process to appropriately reduce the impact on the Company's business. The Company has established a risk management policy and defined roles and responsibilities as follows:

#### **Risk Management Policy**

1. The Company requires risk management to be the responsibility of employees at all levels, who must be aware of the risks associated with their duties and within the organization. Emphasis is placed on managing various risks at an appropriate and acceptable level under a systematic internal control framework.
2. Risk management is conducted in accordance with international standards. The Company establishes its Risk Appetite and Risk Tolerance as criteria for selecting appropriate strategies aligned with the Company's objectives and as a common framework for all employees to ensure consistency in risk management practices across the organization.
3. The Company implements an enterprise risk management process in line with international best practices to effectively manage risks that may impact its operations. Risk management is integrated into decision-making, strategic planning, business planning, and overall operations to ensure the achievement of the Company's objectives, goals, vision, mission, and strategies, as well as to enhance operational excellence and stakeholder confidence.
4. The Company also establishes risk prevention and mitigation measures to avoid potential damage or loss, including regular monitoring and evaluation to ensure that risks remain within acceptable levels under appropriate internal controls.
5. Risk management performance is regularly reported to senior management, the Risk Management Committee, the Audit Committee, and the Board of Directors to ensure timely oversight and appropriate action.
6. The Company promotes a risk-aware culture to create sustainable value, encouraging all employees to recognize the importance of effective risk management.

#### **Roles and Responsibilities**

##### 1. Board of Directors

The Board of Directors has overall responsibility for overseeing the Company's risk management.

##### 2. Audit Committee

The Audit Committee is responsible for reviewing and ensuring that the Company's risk management and internal control systems are appropriate, adequate, and effective.

##### 3. Risk Management Committee

The Risk Management Committee is responsible for establishing risk management policies, strategies, and implementation plans, as well as monitoring, reviewing, and evaluating risk management performance. The Committee also oversees that the overall risk management system and processes are maintained at an appropriate and acceptable level.

##### 4. Management

Management is responsible for implementing this policy and ensuring continuous compliance, as well as regularly reviewing the Company's risk management and internal control systems.

## 5. Risk Management Working Team

Appointed by the Chief Executive Officer, the Risk Management Working Team is responsible for ensuring that key business risks are properly identified and regularly assessed, and that effective mitigation measures are in place. Its responsibilities include:

5.1 Preparing risk management policies, strategies, and frameworks for submission to the Board of Directors for approval

5.2 Reviewing and assessing risks and risk mitigation approaches identified by risk owners, and providing recommendations for improvement

5.3 Monitoring and reviewing the effectiveness of the Company's risk management processes on an ongoing basis

5.4 Reporting risk management results to management, the Risk Management Committee, the Audit Committee, and the Board of Directors

5.5 Reviewing the risk management policy, framework, and processes on an annual basis

## 6. Internal Audit

The Internal Audit function is responsible for reviewing the effectiveness of internal controls through quarterly and annual audits, focusing on key business processes based on risk factors. It also follows up on corrective actions for identified deficiencies and reports the results to the Audit Committee.

## Information on ESG risk factors management standards

### ESG risk factors management standards

Standards on ESG risk management : Yes

Standards on ESG risk management : COSO - Enterprise risk management framework (ERM)

## Information on ESG risk factors

### Risk factors on business operation

### Operational risk associated with the Company or the group of companies

#### Risk 1 Risks of Health and Beauty Product Markets Competition

Related risk factors : Strategic Risk  
• Competition risk

ESG risk factors : No

### Risk characteristics

From the behaviour of consumers who turn to pay more attention to taking care of themselves in health and beauty, more emphasis on alternative dietary supplements to boost their immunity or maintain a healthy body, avoid medication use and side effects from medication treatment, including paying more attention to beauty and the appearance upon the power of consumers' purchasing, these making health and beauty products tendency to grow. More entrepreneurs are entering the health/beauty products business for humans and animals. Both entrepreneurs who have their own production factories and entrepreneurs who hire contractors to produce products from outside or import products from abroad for sales, including subsidiaries of multinational companies that have their brands in Thailand, etc., resulting in a large number of products in the market or substitute products with the same characteristics, having similar properties in the market for a large number of brands together with the recognition of information about the properties of various products extensively. These are giving consumers more choices. Manufacturers and distributors need to develop their products to keep up with the market situation, trends and

behaviors of consumers that change according to the popularity and attitude towards the consumption of each type of product. If the Company and its subsidiaries cannot create advantages over competitors, both existing and new entrepreneurs, these may affect revenue and the Company's overall performance in the long run.

### **Risk-related consequences**

Competition may affect the Company's ability to maintain its market share, profit margins, and capacity to expand its customer base if the Company is unable to develop new products or adjust its business strategies in line with changing market demands.

### **Risk management measures**

The Company is aware of such risks. Therefore, we established competitive strategies in many forms, such as offering good quality products and having a variety of products to be able to meet the needs of target customers more comprehensively, promoting products and brands to be widely known in terms of image and credibility and good quality of products, focusing on research and development for creating a strong brand, market positioning to differentiate and distinguish the product, and increasing distribution channels to increase access to more customers, etc. The Company believes that implementing such strategies will increase our potential and enable us to compete with competitors in the markets sustainably.

### **Risk 2 Risks of Relying on Talented Personnel**

Related risk factors :

Operational Risk

- Reliance on employees in key positions

ESG risk factors : Yes

### **Risk characteristics**

Business Operations of the company and its subsidiaries shall rely on knowledgeable personnel, ability to work, experiences, expertise in marketing and distribution in all distribution channels, having an understanding of products and continually innovate new products into the market. This is an important factor for business success and growth for the company. However, in the future, if the company is unable to retain talented personnel or unable to find replacement personnel within a reasonable time, this may affect business operations and the performance of the company significantly.

### **Risk-related consequences**

If the Company is unable to retain qualified personnel, or if there is an unexpected change in key positions, it may affect the continuity of business operations, product development, the execution of business strategies, as well as the overall operational efficiency of the Company.

In addition, such circumstances may result in delays in the implementation of key projects, the transfer of knowledge within the organization, and the execution of the Company's business plans, which could affect the Company's competitiveness and long-term growth.

### **Risk management measures**

The Company places importance on the continuous management and development of human resources in order to mitigate the risk of reliance on key personnel. The Company has established guidelines and measures to manage such risk, including continuous capability development through training and the enhancement of necessary skills for job performance, the promotion of knowledge transfer within the organization, as well as succession planning for key positions.

In addition, the Company emphasizes creating a positive working environment and providing appropriate and competitive compensation and benefits in the labor market in order to retain and motivate talented personnel to remain with the organization in the long term.

### **Risk 3 Risks of Relying on a Major Distributor**

Related risk factors : Strategic Risk

- Reliance on large partners / distributors or few partners / distributors

ESG risk factors : Yes

### **Risk characteristics**

At present, the Company and its subsidiaries need to manage warehouses and deliver products to customers by ourselves. At the same time, the Company hired Zuellig Pharma Co., Ltd. (Zuellig Pharma) to be the sole distributor and manage all logistics systems for the Company and its subsidiaries, covering the receipt of product storage warehouse management, delivering of products to customers, and collecting and receiving payments for products in all distribution channels. The objective is to achieve flexibility, speed and efficiency in customer service, including reducing costs, especially the fixed costs of personnel and fixed assets related to logistics and adjusting to variable costs with more income to increase the efficiency of overall cost management

### **Risk-related consequences**

Nevertheless, the Company may be at risk in the case that Zuellig Pharma cannot provide services according to the agreement to the Company, the contract is terminated, or the contract is not renewed when the service contract expires, which may cause a significant impact on the Company's operations and revenue in the event that the Company is unable to procure personnel and related assets to operate continuously immediately, including the risk of changes in the conditions of the contract renewal, such as a significant increase in the service fee that affects operating costs and the overall performance of the Company.

### **Risk management measures**

The Company is aware of such potential risks; therefore, it is essential to determine reliable external service providers with a stable financial position, experience, and expertise. Such service providers should have standardized and efficient processes and procedures and be a leader in the country's largest distributor of pharmaceuticals and health products and Asia for a long time. On the part of the Company, it emphasizes that the relevant operators must strictly comply with various conditions, maintain a good relationship with such service providers, and coordinate to create mutual benefits as much as possible. In this regard, the service contract that the Company and its subsidiaries made with Zuellig Pharma has a contract period of 5 years, commencing from September 1, 2018, to August 31, 2023, and when the maturity of such contract, the parties can automatically renew the contract for two years each time. The Company believes that the joint operation with Zuellig Pharma will go well in the future, with the expertise in this business and a good work system. Zuellig Pharma can assist in managing the products and distribution company channels and its subsidiaries to be more efficient. The Company can operate by itself and outsource the delivery services to the customers.

The Company has reduced the risks that may arise by using storage services and deliver the goods of Kerry Express (Thailand) PCL., in terms of selling online channels, start from August 2021.

### **Risk 4 Risks of Investment in Business Expanding**

Related risk factors : Strategic Risk  
 • New business risk

ESG risk factors : No

### **Risk characteristics**

The Company has a policy to continuously expand its business in order to enhance its competitive capabilities and support long-term growth. Such investments may take various forms, including the development of new products, expansion of distribution channels, investments in related businesses, or investments in subsidiaries and associated companies. However, business expansion investments may involve uncertainties arising from various factors, such as economic conditions, changes in consumer behavior, industry competition, and risks related to the management of investment projects.

In addition, investments in new businesses or projects may require a period of development before generating returns, and there is a risk that operating results may not meet expectations. If the Company is unable to manage its investments effectively, it may affect the Company's business plans and operating results in the future.

#### **Risk-related consequences**

If such investments do not proceed as planned or fail to generate the expected returns, they may affect the Company's operating results, cash flow, and financial position. In addition, the Company may require a longer payback period than anticipated, or incur additional expenses related to the management of investment projects. These factors may affect the efficiency of the Company's operations and its future growth.

#### **Risk management measures**

Inter Pharma Public Company Limited (the Company) places importance on carefully analyzing and evaluating the feasibility of investment projects prior to making investment decisions. This includes conducting feasibility studies, analyzing expected returns on investment, and assessing potential risks arising from various factors such as economic conditions, industry trends, and market potential, in order to ensure that investments are appropriate and aligned with the Company's business strategies.

In addition, the Company closely monitors and oversees the progress of investment projects on an ongoing basis. Significant investment decisions are subject to consideration and approval by the Board of Directors in accordance with the Company's established governance processes. The Company also regularly monitors the performance of investment projects so that appropriate management actions and adjustments to operational plans can be made should changes occur in factors that may affect the investments. This approach aims to ensure that such investments create long-term value for the Company and its shareholders.

#### **Risk 5 Risk of counterfeit products**

Related risk factors	:	<u>Strategic Risk</u>
		• Damage to company image and reputation
ESG risk factors	:	Yes

#### **Risk characteristics**

The Company operates a business in the development and distribution of health products, which may face risks from certain operators producing or distributing products that are similar to the Company's products in terms of packaging design, trademarks, or product concepts. Such similarities may cause confusion among consumers or lead them to misunderstand the origin of the products.

The presence of such imitation products may affect the Company's brand image, consumer confidence, and competitiveness. It may also impact the Company's sales and market share if consumers are unable to clearly distinguish between the Company's products and similar products in the market.

#### **Risk-related consequences**

The presence of imitation products that closely resemble the Company's products may cause confusion among consumers when making purchasing decisions and may affect consumer confidence in the Company's brand. In addition, if such imitation products are of lower quality than the Company's standards, they may negatively impact the overall image and reputation of the Company, and may also result in a loss of market share and sales due to unfair competition.

#### **Risk management measures**

The Company places importance on the protection of its intellectual property by registering trademarks and other related intellectual property rights in accordance with applicable laws. The Company also continuously monitors and oversees the market for products that may imitate its products. If any infringement is identified, the Company will take legal action to protect its rights.

Furthermore, the Company emphasizes the continuous development of product quality and innovation, as well as communication and brand awareness initiatives for consumers, in order to enable consumers to clearly distinguish and confidently choose the Company's products.

### **Risk 6 Risk of Climate Change**

Related risk factors : Strategic Risk  
• Climate change and disasters

ESG risk factors : Yes

#### **Risk characteristics**

Climate change may affect the operations of the Company both directly and indirectly. For example, climate variability and extreme weather conditions may affect supply chains, logistics, and the procurement of raw materials. In addition, changes in environmental laws and regulations related to greenhouse gas emission reductions and energy efficiency may affect the Company's business operations and operating costs in the future.

#### **Risk-related consequences**

If the Company is unable to adapt to climate change trends or comply with relevant environmental regulations, it may result in increased operating costs and could affect the continuity of the supply chain, raw material procurement, and overall operational efficiency. Furthermore, it may impact the Company's corporate image and the confidence of stakeholders who place importance on sustainable business practices.

#### **Risk management measures**

The Company recognizes the importance of conducting business with consideration for environmental impacts and climate change. The Company continuously monitors environmental trends and related regulations, while promoting efficient use of resources and energy and implementing measures to reduce environmental impacts from its operations. In this regard, the Company has installed a solar power generation system (Solar Rooftop) to reduce greenhouse gas emissions and lower the Company's operating expenses.

In addition, the Company considers operational approaches that support the reduction of greenhouse gas emissions and emphasizes the improvement of operational efficiency in order to support sustainable business operations and align with long-term environmental trends. The Company has therefore installed a solar power generation system (Solar Rooftop) to reduce greenhouse gas emissions and lower the company's costs.

### **Risk 7 Risks of occupational health and safety**

Related risk factors :  
Operational Risk  
• Safety, occupational health, and  
working  
environment

ESG risk factors : Yes

#### **Risk characteristics**

The Company's business operations involve employees performing various activities, such as working in production processes, the storage and handling of products, and office operations. These activities may expose employees to risks of accidents or work-related injuries if occupational health and safety management is not properly implemented.

In addition, such risks may arise from various factors, including the working environment, the use of equipment or tools in operations, as well as employees' working behaviors, which may affect the health and safety of employees.

#### **Risk-related consequences**

If accidents or incidents affecting the health and safety of employees occur, they may result in injuries, operational disruptions, and the Company may incur expenses related to medical treatment or legal compensation. Furthermore, such incidents may negatively affect employee morale as well as the Company's image and the confidence of its stakeholders.

### **Risk management measures**

The Company places importance on promoting workplace safety for its employees by establishing appropriate occupational health and safety measures. These include setting safety guidelines and standards for work practices, providing regular safety training for employees, and inspecting the working environment and operational equipment to ensure safety.

Furthermore, the Company encourages employees to recognize the importance of workplace safety and continuously monitors and assesses occupational health and safety risks in order to prevent and reduce the likelihood of workplace accidents and to create a safe working environment for employees.

### **Risk 8 ESG-Related Risk**

Related risk factors : Strategic Risk  
• ESG risk

ESG risk factors : Yes

### **Risk characteristics**

The Company conducts its business with consideration for sustainable development and responsibility toward all stakeholders. However, the Company may face risks related to environmental, social, and governance (ESG) issues, such as changes in environmental laws and regulations, increasing stakeholder expectations regarding responsible business practices, as well as evolving trends in corporate governance and business ethics.

If the Company is unable to effectively adapt to or manage these issues, it may affect the Company's business operations, competitiveness, and the confidence of shareholders, investors, and other stakeholders.

### **Risk-related consequences**

ESG-related risks may affect the Company's corporate image and reputation, as well as stakeholder confidence, which may influence business opportunities, access to sources of funding, and the Company's ability to operate sustainably in the long term. In addition, the Company may incur higher costs associated with compliance with relevant laws and regulations or with improvements to operational processes in order to align with sustainability standards.

### **Risk management measures**

The Company places importance on conducting its business in accordance with good corporate governance principles, while appropriately managing environmental and social aspects. The Company has established sustainability policies and practices as guidelines for business operations and continuously monitors trends and regulatory developments related to ESG.

Furthermore, the Company promotes responsible business practices toward the environment and society, as well as ethical and transparent operations. The Company also ensures appropriate communication and disclosure of relevant information to stakeholders in order to support sustainable business operations in the long term.

### **Risk 9 Risk from Severe Epidemics**

Related risk factors : Strategic Risk  
• Pandemic risk

ESG risk factors : Yes

### **Risk characteristics**

The outbreak of serious infectious diseases, including emerging diseases or widespread epidemics, may affect the operations of the Company in several aspects, including business operations, supply chains, logistics, and other business activities. In particular, government measures to control the spread of diseases, such as travel restrictions, temporary closure of certain facilities, or strict public health measures, may affect the continuity of the Company's operations.

### **Risk-related consequences**

A serious disease outbreak may affect the health and safety of employees and may cause disruptions to operations, procurement of raw materials, and product distribution. In addition, the Company may incur higher operating costs due

to the implementation of preventive public health measures. Such situations may also affect the Company's sales and operating results if consumer purchasing power or overall economic activities decline.

### **Risk management measures**

The Company places importance on preparedness and risk management in relation to disease outbreaks. Appropriate health and safety measures have been established, including employee health monitoring, workplace hygiene practices, and close monitoring of epidemic situations.

In addition, the Company has established a Business Continuity Plan (BCP) to support operations during situations that may affect business continuity. The Company may also adjust its operational practices as appropriate, including the use of technology for communication and business operations, in order to ensure business continuity and minimize potential impacts on the organization.

## **Information on business continuity plan (BCP)**

### **Business Continuity Plan (BCP)**

Business Continuity Plan (BCP) : Yes

The Business Continuity Plan is an action plan to be used in response to the restoration of normal operations to an acceptable level of performance of Inter Pharma Public Company Limited (the "Company"). In the event of a business disruption occurring in the Company's premises, resulting in the Company being unable to perform its duties or provide services, for the following purposes:

1. To ensure that in the event of a serious incident or crisis that causes normal operations to be disrupted due to an incident, the Company's core products and services will be able to be restored to the specified level continuously in a timely manner.
2. To enable the company to be prepared in advance to deal with various events that may occur and cannot be predicted.
3. To control and mitigate damages and minimize the impacts that may occur to the company, such as loss of personnel and assets, financial impacts, legal impacts, reputation, etc.
4. To ensure that other stakeholders have confidence in the stability of the company even when faced with serious events that cause disruption to normal operations.

## Sustainable supply chain management

### Information on sustainable supply chain management policy and guidelines

#### Sustainable supply chain management policy and guidelines

Company's sustainable supply chain management : Yes  
policy and guidelines

### Information on sustainable supply chain management plan

#### Sustainable supply chain management plan

Company's sustainable supply chain management : Yes  
plan

The Company operates its business by placing importance on and considering all stakeholder groups. We are 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 are 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, take part in helping and developing society, and take responsibility for the environment for long-term sustainability.

##### 2. Operations

The Company will conduct research and experiment until the results are satisfactory before proceeding with production.

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 result 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 and services

Study and develop innovations 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.

### **Information on new suppliers undergoing sustainability screening criteria**

#### **New suppliers undergoing sustainability screening criteria**

Does the company use sustainability screening : No  
criteria with new suppliers?

### **Information on supplier code of conduct**

#### **Supplier code of conduct**

Supplier code of conduct : No

### **Information on key suppliers acknowledging compliance with the supplier code of conduct**

#### **Key suppliers acknowledging compliance with the supplier code of conduct**

Does the company require key suppliers to : No  
acknowledge compliance with the supplier code of  
conduct?

## Innovation development

### Information on innovation development policy and guidelines in an organizational level

#### Research and development policy (R&D)

Company's research and development (R&D) policy : Yes

#### Research and development (R&D) expenses over the past 3 years

	2023	2024	2025
Research and development (R&D) expenses over the past 3 years (Million Baht)	1,571,833.00	487,173.21	2,538,667.00

#### Additional explanation for research and development (R&D) expenses over the past 3 years

The Company focuses on building a strong brand with continuous research and development in products to be improved to achieve the goals of being a leading Company in providing health products with an emphasis on excellent products so that consumers have good health. In the past, the Company has been successful in researching and developing products with outstanding features, variety, and differentiation from other products in the market, such as an introduction of biotechnology by using probiotics and prebiotics as an ingredient invented to create a balance in the body's system, prevent disease, and help the body to be stronger. This meets the needs of consumers who care about their health, anti-aging, and have a longer life. In addition, the Company has cooperated with partners who are contracted manufacturers both domestically and internationally in developing production formulas and technology to get products that are effective with more benefits to build credibility and acceptance in the market. It also creates a reputation and strength for the brand **"INTERPHARMA"** by having high-quality products comparable to other leading brands' products. The Company believes that good and continuous product research and development will provide the Company with a competitive advantage over competitors in the same industry in the long run.

In addition, the Company has also conducted research with the company's partners. which are as follows:

1. Joint research with Asian Seafoods Coldstorage Public Company Limited for the development of dog and cat food under the brand **MARIA** by inventing dog and cat food recipes, which are the Company's recipes. and exported to foreign countries.
2. Research work with Thai Union Group Public Company Limited to develop products made from fish bone. Fish oils under the **ZEAVITA by Interpharma** brand, namely *ZEAVITA LISA DHA SHOT*, *TUNA BONE* and *FISH PRO*, are formulated by the Company. which the company plans to export to sell in foreign markets and is an operation from upstream to downstream.
  - In 2021, the company signed a Memorandum of Understanding (MOU) with Prince of Songkla University (PSU) to research and develop kratom and extract it jointly. It is a comprehensive health product of international standards, such as pharmaceuticals, nutritional therapy, food supplements, health drinks, etc. The joint project is partly funded by research and innovation from Program Management Unit Competitiveness (PMUC). This is another essential step in becoming a leading company in research, development and offering world-class comprehensive health products. At present, the construction of the factory has been completed.
  - In 2022, the Company has researched and developed ophthalmic products. to produce eye drops and cataract drugs according to EU standards at the Company's factory in Ayutthaya which the Company expects to complete within the year 2026.

- In 2024, the Company entered into a collaboration agreement with Onodera Group, Japan, to jointly conduct research and development on the treatment of Parkinsons disease using gene therapy. The Company has researched and developed probiotics in the form of Vegan Capsule, which is an innovative Time Release Capsule that can withstand stomach acid and gradually break down well, protects probiotics from being destroyed by stomach acid, allowing them to work effectively in the intestinal tract.
- In 2025, the Company entered into a collaboration agreement with Zhaoke Ophthalmology Limited to strengthen its ophthalmic therapeutic portfolio, covering key products such as eye drops for myopia and hyperopia, anti-glaucoma medications, as well as innovative therapies.
- The company has developed an innovative product incorporating CBP, a concentrated protein extracted from cows milk, in an amount equivalent to consuming 53 liters of milk. It is conveniently packaged in a single sachet to help promote the function of bone-forming cells and strengthen bone health, making it suitable for individuals with osteoporosis. In addition, it supports height growth in children during their developmental years and helps enhance the immune system. The product is tasty, easy to consume, and provides comprehensive health benefits.

### Prebo Gummy



- Dr. YUUU Anti Acne Gel, the company has conducted research and development on an anti-inflammatory acne spot gel, which has been clinically tested by dermatologists from the Dermaproof Asia Institute. The test results show that the product can help reduce inflammatory acne within 1 day after use. The formulation incorporates Salsphere technology, an innovation that encapsulates active ingredients to enhance their stability and effectiveness in reducing acne formation. It is also enriched with natural extracts that help control excess facial oil and gently reduce acne inflammation. The company plans to launch the product in March 2026 and expects it to generate significant revenue, as it effectively meets the needs of the teenage consumer market.

### Anti Acne Gel



- Modern Pharma (OEM manufacturer) has developed an innovative coating technology for calcium tablets by adding a sweet taste and blueberry flavor. This enhancement helps make the product easier to consume, especially for pregnant women. It also helps reduce the unpleasant odor of calcium, resulting in a better taste and improved palatability. This innovation has been developed to meet the needs of OEM customers.

## Information on organizations innovation culture development and promotion process

### Process of developing and promoting the company's innovation culture

Process of developing and promoting the company's : Yes  
innovation culture

The Company focuses on building a strong brand with continuous research and development in products to be improved to achieve the goals of being a leading Company in providing health products with an emphasis on excellent products so that consumers have good health. In the past, the Company has been successful in researching and developing products with outstanding features, variety, and differentiation from other products in the market, such as an introduction of biotechnology by using probiotics and prebiotics as an ingredient invented to create a balance in the body's system, prevent disease, and help the body to be stronger. This meets the needs of consumers who care about their health, anti-aging, and have a longer life. In addition, the Company has cooperated with partners who are contracted manufacturers both domestically and internationally in developing production formulas and technology to get products that are effective with more benefits to build credibility and acceptance in the market. It also creates a reputation and strength for the brand INTERPHARMA by having high-quality products comparable to other leading brands' products. The Company believes that good and continuous product research and development will provide the Company with a competitive advantage over competitors in the same industry in the long run.

## Information on innovation development benefits and research and development (R&D) expenses

### Benefits of innovation development

#### Financial benefits

Does the company measure the financial benefits : No  
from innovation development?

#### Non-financial benefits

Does the company measure the non-financial : No  
benefits from innovation development?

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