



## **Occupational Health, Safety, Environment, and Energy Policy of Bangchak Group (Corporate HSEE Policy)**

Bangchak Group prioritizes Occupational Health, Safety, Environment, and Energy (HSEE) as fundamental factors for efficient, reliable, and sustainable business operations to protect employees, contractors, communities, and relevant stakeholders. This Policy establishes the framework and guidelines for corporate-level HSEE management within Bangchak Group to prevent accidents, injuries, and illnesses, reduce environmental impacts, and promote efficient resource utilization, in alignment with Bangchak Group's sustainable development direction. To ensure effective HSEE operations, Bangchak Group requires executives, employees at all levels, and contractors working on behalf of companies within Bangchak Group to share the following duties and responsibilities:

1. Comply with laws, international standards, and relevant requirements regarding occupational health, safety, environment, and energy, including the internal requirements of companies within Bangchak Group, considering these as the minimum baseline for business operations.
2. Systematically manage HSEE risks by setting quantitative targets, indicators, and action plans according to priority, covering personal safety, process safety, emergency preparedness, occupational health, and environment. In order to continually improve, reduce impacts on health and safety, prevent accidents, injuries, illnesses, and operational losses, as well as reduce environmental impacts.
3. Promote safe work practices and build a safety culture by supporting consultation and employee participation. This includes promoting knowledge and understanding among employees and contractors regarding their duties and rights to stop or refuse to work under unsafe conditions or conditions that may cause impacts on the environment and community, while providing training and developing personnel to be ready in accordance with objectives and targets.
4. Prevent and reduce environmental impacts and use resources responsibly by focusing on prevention and increasing management efficiency. This includes reducing impacts



related to pollution and waste management, ensuring efficient resource use, promoting a circular economy, reducing greenhouse gas emissions from operations, and supporting the drive towards the net-zero greenhouse gas emission target within the sustainability policy framework of Bangchak Group.

5. Continuously monitor, inspect, evaluate, review, and improve HSEE operational performance, including management reviews, to ensure that the management system is appropriate, adequate, and aligned with the context, risks, and direction of Bangchak Group.
6. Promote and expand the application of the HSEE Policy throughout the supply chain by supporting Suppliers and business partners to adopt the principles of this Policy as their operational guidelines. This includes listening to the needs and expectations of stakeholders, both internal and external to the organization, to continuously elevate occupational health, safety, environment, and energy standards policies and performance.

Under this policy, management at all levels must act as good role models, and all employees must understand, adhere to, and strictly comply with it, to ensure that Bangchak Group's operations proceed safely, efficiently, and create sustainable long-term value.

– Signed –

(Mr. Chaiwat Kovavisarach)

President and Chief Executive Officer

and Director with Authorized Signature

27 Mar 2026