Corporate Sustainability Policies

and Commitments

Megachem (Thailand) Public Company Limited.

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Environmental Policy

Megachem (Thailand) Public Company Limited is engaged in the distribution of industrial chemicals and the provision of comprehensive chemical solutions. The Company recognizes its responsibility to protect the environment, prevent pollution, and use natural resources efficiently while conducting business in a sustainable manner. We are committed to maintaining an Environmental Management System in accordance with ISO 14001 and continually improving its effectiveness. To achieve this commitment, the Company has established the following principles:

1. Compliance with Environmental Laws and Requirements

The Company is committed to conducting its business operations in compliance with all applicable environmental laws, regulations, environmental management standards, and other relevant requirements at both national and international levels. This commitment ensures that business activities are carried out responsibly, ethically, and with due consideration for the environment and stakeholders.

2. Pollution Prevention and Sustainable Resource Use

The Company is committed to preventing and minimizing air pollution arising from its business operations and promoting the efficient and responsible use of energy, water, and natural resources. The Company also strives to minimize waste generation and promote 3R principles (Reduce, Reuse, Recycle) to support sustainable resource utilization and reduce environmental

3. Environmental Protection and Prevention of Environmental Impacts from Business Operations

The Company recognizes the environmental impacts associated with the storage, transportation, and distribution of industrial chemicals. We are committed to preventing spills and contamination that may affect soil, water resources, biodiversity, and surrounding ecosystems.

4. Employee Awareness and Participation

The Company promotes environmental awareness through communication, training, and employee engagement to encourage everyone to contribute to environmental protection and achieve the Company's environmental objectives.

5. Continual Improvement of the Environmental Management System

The Company establishes environmental objectives and targets, monitors and evaluates environmental performance, and continually reviews and improves the Environmental Management System to enhance environmental performance and create sustainable value for the Company and its stakeholders.

This policy shall be communicated to all employees and implemented throughout the Company.

Announced on 7 August 2026

Climate Management Policy

Megachem (Thailand) Public Company Limited, is engaged in the distribution of industrial chemicals and the provision of comprehensive chemical solutions. The Company recognizes that climate change is a significant issue that may affect our business operations, supply chain, and stakeholders. We are committed to managing greenhouse gas emissions, promoting the efficient use of resources, supporting both climate change mitigation and adaptation, and advancing low-carbon business practices to achieve sustainable growth. To fulfill this commitment, the Company has established the following principles:

1. **Strict Compliance with Laws and Regulations**

The Company shall comply with applicable laws, regulations, and standards related to climate change, while monitoring new requirements and best practices to ensure responsible business operations.

2. **Greenhouse Gas Management and Emission Reduction**

The Company shall prepare a greenhouse gas inventory, monitor greenhouse gas performance, and establish and track greenhouse gas reduction targets on an ongoing basis. We are committed to supporting our goal of achieving Net Zero greenhouse gas emissions by 2035 through the efficient use of energy and resources, in line with the nature of our business.

3. **Energy Efficiency and Environmental Performance**

The Company promotes the efficient use of energy, technology, and natural resources to improve operational efficiency, reduce unnecessary resource consumption, and support the reduction of greenhouse gas emissions.

4. **Capacity Building and Employee Awareness**

The Company promotes communication, training, and employee participation to enhance knowledge, awareness, and involvement in climate change initiatives and greenhouse gas reduction efforts across the organization.

5. **Collaboration and Continual Improvement**

The Company encourages collaboration with customers, business partners, and other stakeholders to reduce climate-related impacts. We are committed to regularly reviewing and continually improving our climate performance to support sustainable business operations.

This policy shall be communicated to all employees and implemented throughout the Company.

Announced on 7 August 2026

Sustainable Procurement Policy

Megachem (Thailand) Public Company Limited (“Company”), a provider of integrated chemical distribution and consulting services, recognizes the importance of responsible procurement practices concerning the environment, society, and stakeholders throughout both domestic and international supply chains.

This policy encompasses the procurement of goods, raw materials, chemicals, and services. The Company is committed to conducting procurement with transparency, ethics, and in alignment with sustainable development principles. Management and employees at all levels are responsible for adhering to the following guidelines.

1. Sustainable Supplier Selection and Evaluation

The Company implements Green Procurement practices, integrating environmental and social considerations into the sourcing of raw materials, selection, and evaluation of suppliers. Decisions are based on quality, price, service standards, and legal compliance.

2. Supply Chain Risk Management

The Company prioritizes the management of environmental, social, health, and safety risks across the supply chain, specifically risks associated with the storage and transportation of chemical products. Appropriate selection, oversight, and monitoring procedures are established to ensure business continuity and long-term sustainability.

3. Fair and Transparent Procurement Practices

All procurement activities shall be conducted with transparency, fairness, and accountability. The Company strictly adheres to all applicable laws, environmental regulations, and relevant statutory requirements.

4. Compliance with Supplier Code of Conduct

The Company values human rights and fair labor practices. We encourage our suppliers to operate in accordance with our Supplier Code of Conduct and sustainable development guidelines. In instances of non-compliance, the Company will support and encourage suppliers to implement appropriate corrective actions.

5. Supply Chain Development and Collaboration

The Company promotes open communication, information exchange, and mutual understanding with suppliers, business partners, and stakeholders throughout the supply chain. Furthermore, the Company monitor and evaluate supplier performance to ensure alignment with Company policy, utilizing these evaluations to enhance supply chain sustainability and foster long-term mutual growth.

This policy shall be communicated to all employees and implemented throughout the Company.

Announced on 13 February 2026

Safety, Occupational Health, and Workplace Conditions Policy

As a company engaged in the comprehensive distribution and consultancy of chemical products, we place the highest priority on the health and safety of our employees, contractors, and all stakeholders. We recognize that occupational health and safety are fundamental elements essential to driving sustainable business growth. Therefore, this policy has been established to ensure efficient and effective management of occupational health and safety, to promote employee well-being, and to foster a safe working environment free from injuries and illnesses. The Company is committed to the following principles:

1. **Compliance with legal and voluntary standards**

Conduct business in strict accordance with applicable occupational health and safety laws, relevant international standards, voluntary initiatives, mutual agreements, and other regulatory requirements aligned with the nature and risks of our operations.

2. **Shared responsibility for safety**

Consider workplace safety a fundamental duty and responsibility shared by management and all employees. This includes ensuring that contractors, visitors, and all personnel operating within our premises comply fully with established safety and health regulations to achieve the highest standards of safety in every aspect of our work.

3. **Systematic risk management**

Implement systematic risk management processes to prevent incidents that could harm lives, assets, operations, or logistics. This includes promoting the health and safety of employees, communities, and stakeholders, enhancing the work environment, and protecting personnel and operations from natural disasters, security threats, and other emerging risks. The Company shall also maintain an emergency management system to ensure operational continuity and business resilience.

4. **Promotion of safety culture and awareness**

Foster a proactive safety culture through ongoing training, consultation, and communication. Encourage meaningful participation from employees, contractors, committees, and labor representatives, and allocate necessary resources to support effective implementation of safety initiatives.

5. **Implementation of OHS Management Systems**

Adopt and apply an Occupational Health and Safety Management System (OHS Management System) or equivalent frameworks appropriate to the Company's context. Conduct regular monitoring, inspections, and performance reporting to support continuous development and improvement in OHS performance.

6. **Continuous improvement and evaluation**

Continuously monitor, assess, and review the implementation of this policy and associated safety and health management plans. Regularly refine our approach to ensure long-term progress and alignment with evolving business needs and industry best practices.

This policy shall be communicated to all employees and implemented throughout the Company.

Announced on 7 August 2025

No Deforestation, No Peat, No Exploitation (NDPE) Policy

Megachem (Thailand) Public Company Limited is committed to conducting its import and distribution business of industrial chemicals in a responsible manner, with respect for environmental, social, and governance (ESG) principles. Recognizing that some of the products we supply may contain palm oil and palm kernel oil derivatives, the Company is committed to supporting the sourcing and distribution of palm-based products from responsible sources. The Company also encourages its business partners to operate in accordance with the NDPE principles (No Deforestation, No Peat, No Exploitation) as follows:

1. **No Deforestation**
   - Support sourcing palm products from suppliers that are not associated with deforestation.
   - Encourage suppliers to protect High Conservation Value (HCV) and High Carbon Stock (HCS) areas.
   - Support efforts to reduce greenhouse gas emissions and promote forest conservation throughout the supply chain.
2. **No Peat**
   - Support sourcing palm products from suppliers that avoid new developments on peatlands.
   - Promote responsible peatland management and avoid the development of peatlands that may cause adverse environmental impacts.
3. **No Exploitation**
   - Do not support child labor, forced labor, human trafficking, or any form of discrimination.
   - Encourage suppliers to treat workers, local communities, and other stakeholders fairly, while respecting land rights and the principle of Free, Prior and Informed Consent (FPIC), where applicable.
   - Encourage business partners to establish grievance mechanisms and address grievances fairly and appropriately.

The Company will periodically review this Policy to ensure that it remains aligned with applicable laws, international standards, and stakeholder expectations. The Company will communicate this Policy to business partners supplying palm-based products and encourage them to conduct their business in accordance with the NDPE principles. By working together, we aim to promote transparency, traceability, and responsible sourcing throughout the supply chain.

This policy shall be communicated to all employees and implemented throughout the Company.

Announced on 7 August 2026