



Quality, Occupational Health & Safety and Environment Policy

Effective from 15 May 2025



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Policy Principles and Rationale

Precise Corporation Public Company Limited and its subsidiaries (the “Company”) recognize that Quality, Safety, Occupational Health, and Environment (QSHE) are essential pillars of sustainable business operations. The Company is committed to ensuring a high quality of life for all employees and stakeholders through the effective and proactive management of QSHE. This commitment is driven by systematic planning, goal setting, governance, operational controls, productivity improvement, and the continuous delivery of high-quality products and services. The Company also prioritizes risk management and seizes opportunities to achieve operational excellence and long-term sustainable development. By fostering a strong QSHE culture and embedding knowledge management as part of becoming a learning organization, the Company creates enduring value for all stakeholders. Employees and contractors are encouraged to build strong awareness of QSHE risk management and actively identify opportunities to improve operational efficiency while minimizing negative environmental and social impacts.

Scope

This Policy and its associated practices apply to Precise Corporation Public Company Limited and all its subsidiaries (hereinafter referred to as the “Company”). For the purposes of this document, the term “Company” refers to each individual entity that adopts and implements this Policy. This Policy shall be reviewed at least annually, or sooner, if necessary, in response to significant changes in regulations, operations, or organizational context.

Objectives

The purpose of this Policy is to establish clear management and operational guidelines for defining strategies and objectives that enhance Quality, Safety, Occupational Health, and Environmental (QSHE) performance. It ensures alignment with the Company’s broader policies, applicable laws and regulations, and internationally recognized standards.

Key objectives include:

- Ensuring the consistent production and delivery of high-quality products and services on time.
- Creating added value for customers and stakeholders.
- Reducing waste and inefficiencies throughout the Company's processes and activities.

- Minimizing accidents, occupational injuries, and work-related illnesses.
- Strengthening risk management related to occupational health and safety across the value chain.

These initiatives aim to drive continuous improvement in the Company's management systems and contribute to long-term sustainable business development.

Quality, Safety, Occupational Health, and Environment (QSHE) Policy

The Company places the highest importance on the management of Quality, Safety, Occupational Health, and Environment (QSHE) as an integral part of all business activities to drive the organization toward sustainable development. The Company requires executives, employees at all levels, and all relevant stakeholders perform their duties in alignment with this Policy through effective management, the establishment of clear objectives and action plans, and the implementation of systematic review and audit mechanisms. These efforts are intended to ensure that the Policy is applied in an adequate, effective, and consistently sustainable manner. Accordingly, the Company conducts its procurement and operational activities in a way that enhances business competitiveness in terms of quality, cost, and service, with the goal of delivering maximum value across the Group.

1. Comply fully with all applicable laws, regulations, organizational requirements, international standards, and voluntary commitments related to Quality, Safety, Occupational Health, and Environment (QSHE). These shall serve as the minimum baseline for all Company operation
2. Establish, implement, maintain, and continually improve management system standards for QSHE, with the objective of enhancing organizational performance, operational effectiveness, and compliance across the entire enterprise.
3. Apply integrated management systems and digital technologies to improve operational efficiency and ensure the delivery of high-quality, high-value products and services to customers.
4. Proactively manage risks to prevent and mitigate losses arising from incidents that may impact life, property, production processes, and logistics. Promote the health, safety, and well-being of employees, contractors, and stakeholders, and protect the Company from disasters, communicable diseases, and other emerging threats. These efforts shall align with the Universal Declaration of Human Rights and include the establishment of emergency response, crisis management, **and** business continuity frameworks.
5. Prevent, reduce, and manage environmental impacts through the efficient and responsible use of resources, in alignment with circular economy principles and with due

regard for biodiversity and ecosystems. Emphasize pollution prevention at source, improve energy and water efficiency, and implement both climate change mitigation and adaptation measures in pursuit of a low-carbon society.

6. Foster a strong organizational culture of quality, safety, occupational health, and environmental responsibility, encouraging positive behaviors and active engagement from management and employees at all levels.
7. Conduct research and development in innovation and technology and prioritize the procurement of products and services that are safe, high in quality, and environmentally friendly throughout their entire life cycle.
8. Communicate QSHE performance and effectiveness in a clear and transparent manner to employees, contractors, and stakeholders. Encourage active feedback and participation by listening to their opinions, needs, and expectations, and integrate this input into continuous improvement processes.
9. Collaborate with and build the capabilities of contractors, suppliers, and key business partners to promote shared responsibility and excellence in QSHE practices throughout the value chain.

Practice Guidelines

The Company has established QSHE Management Standards (Quality, Safety, Occupational Health, and Environment), which serve as operational guidelines for all relevant departments, business units, and organizational levels. These standards are implemented under the oversight of the Corporate Sustainable Growth Development Office, and are designed to promote shared responsibility, continuous improvement, and excellence in QSHE performance throughout the entire value chain.

QSHE Management Standards comprise 15 standards, encompassing the following areas:

Standard 1: Management Commitment

This standard outlines the responsibilities of departmental and senior management to demonstrate leadership and commitment in promoting, communicating, and implementing Quality, Safety, Occupational Health, and Environment (QSHE) in alignment with the Company's policies, as well as the QSHE Management Standards and Guidelines.

Standard 2: Structure, Roles, Responsibilities, and Accountabilities

This standard covers the organizational structure, roles, responsibilities, and accountabilities of management, employees, and all relevant parties involved in the management of Quality, Safety, Occupational Health, and Environment (QSHE).

Standard 3: Risk and Change Management

This standard covers the identification, assessment, and management of risks related to quality, safety, occupational health, and the environment, as well as other relevant risks such as reputational, legal, and regulatory compliance risks. It also addresses the management of change associated with process improvement, business integration and expansion, decommissioning, and the initiation of new projects, including risks related to personnel, raw materials, components, equipment, and machinery.

Standard 4: Legal and Compliance

This standard cover compliance with all applicable laws, contractual obligations, regulatory requirements, and international standards related to Quality, Safety, Occupational Health, and Environment (QSHE) in the Company's operations.

Standard 5: Management Planning

This standard addresses the establishment of objectives, targets, performance indicators, and action plans to effectively manage and improve QSHE performance.

Standard 6: Quality, Occupational Health & Safety, and Environmental Design and Testing

These standard covers site selection, design, construction, system testing, and operational readiness for new projects, with respect to QSHE. It is aligned with the Company's Sustainability Policies and supports the UN Global Compact (UNGC) principles related to human rights, labor, and the environment.

Standard 7: Training, Induction, and Awareness

This standard covers the development and implementation of training plans and induction programs aimed at promoting employee well-being, developing competencies, and raising awareness among management, employees, and contractors involved in QSHE to ensure effective and sustainable performance.

Standard 8: Communication and Counselling

This standard covers internal and external communication, hazard notifications, consultation, and stakeholder engagement on QSHE matters. It also includes grievance mechanisms, performance reporting, communication of initiatives, and community engagement planning.

Standard 9: Quality, Safe, and Environmentally Responsible Operating Procedures and Planned**Inspections**

These standard addresses operational procedures, including chemical management, machinery maintenance, equipment installation, and planned inspections. It also includes

the inspection and testing of critical equipment to ensure compliance with applicable QSHE laws, regulations, and international standards.

Standard 10: Sourcing and Purchasing

This standard governs procurement, subcontracting, outsourcing, product development, new project construction, and logistics activities, ensuring alignment with the Company's QSHE management requirements.

Standard 11: Hygiene, Well-being, and Environmental Monitoring

This standard addresses the prevention of health hazards and the promotion of occupational health and environmental well-being for employees, contractors, and relevant stakeholders in the workplace. It includes regular monitoring of environmental conditions, hygiene standards, and well-being programs to ensure a safe and healthy work environment.

Standard 12: Hazardous Work and Logistics Risk

This standard governs high-risk and hazardous activities that require legal permits or enhanced safety measures prior to the commencement of work or entry into restricted areas. Such activities must be preceded by thorough inspections of equipment, tools, and environmental conditions, and must be supervised on-site by qualified QSHE professionals, in accordance with applicable laws, regulations, and internal standards.

Standard 13: Crisis Management and Emergency Response

This standard outlines the requirements for preparedness and response to emergencies and crisis situations—including natural disasters, industrial accidents, and other unforeseen events—that may impact Quality, Safety, Occupational Health, and the Environment (QSHE). It applies to employees, contractors, visitors, and surrounding communities, and includes the development of emergency response plans, drills, crisis communication protocols, and recovery strategies.

Standard 14: Incident Investigation and Corrective Action

This standard sets out procedures for the prompt reporting, investigation, analysis, and resolution of incidents related to QSHE, including unsafe acts or conditions, occupational injuries and diseases, environmental incidents, and non-compliance with laws and standards. It includes root cause analysis, the issuance of corrective and preventive actions, and the documentation of lessons learned.

Standard 15: Audit, Improvement, and Reporting

This standard covers the regular monitoring, auditing, and continuous improvement of the QSHE management system. It includes conducting internal and external audits, management

reviews, and performance evaluations to assess the effectiveness of QSHE policies, standards, and practices. It also covers transparent reporting on progress and improvements aligned with the Company's overall Sustainability Strategy.

Communication

The Company shall ensure that the Quality, Safety, Occupational Health, and Environment (QSHE) Policy and associated practices are effectively communicated and continuously disseminated through training programs, meetings, and other appropriate activities. This communication shall reach the Board of Directors, executives, employees, and relevant stakeholders to ensure awareness and alignment across all levels of the organization.

Whistleblowing

Any individual who becomes aware of, or has reasonable grounds to suspect, a violation of this Policy or its related practices is encouraged to report or file a complaint in accordance with the Company's Whistleblowing Policy. All whistleblowers and complainants shall be protected under the Company's non-retaliation policy. All information provided shall be treated with strict confidentiality, and there shall be no adverse impact on the employment status or treatment of whistleblowers during or after the investigation process.

Seeking Advice

In cases where there is uncertainty about whether a particular action may violate applicable laws, regulations, or the Company's QSHE policies and practices, employees are encouraged to seek advice in advance from their supervisor, the QSHE function, the Compliance Department, or the Legal Department before proceeding with any decision or action.

Disciplinary Measures

During any investigation, all employees are required to fully cooperate with internal and/or external investigators. Any executive or employee who, whether directly or indirectly, violates or fails to comply with this Policy or its associated practices shall be subject to disciplinary action, in accordance with the Company's rules, regulations, and disciplinary procedures.

Roles and Responsibilities

1. Board of Directors

- 1.1 Establish and approve the Quality, Safety, Occupational Health, and Environment (QSHE) Policy and related practices.
- 1.2 Provide strategic oversight to ensure the effective implementation and continual improvement of the QSHE Policy across the organization.

2. Chief Executive Officer / Top Management

- 2.1 Demonstrate clear and visible leadership and commitment to the effective implementation of QSHE in compliance with applicable laws, regulations, and stakeholder expectations, in alignment with the Company's strategic objectives.
- 2.2 Establish Company-wide QSHE policies, objectives, and performance indicators, and ensure they are effectively communicated and implemented throughout the organization.
- 2.3 Regularly review and monitor overall performance to drive continuous and sustainable improvement.

3. Business Line Executives

- 3.1 Define QSHE objectives, targets, action plans, and key performance indicators (KPIs) specific to their respective business lines.
- 3.2 Ensure that all departments under their responsibility operate in accordance with the defined objectives, targets, and implementation plans.

4. Department Managers

- 4.1 Develop and implement departmental-level QSHE action plans and KPIs.
- 4.2 Establish systems for performance monitoring and evaluation, and regularly report results to Business Line Executives.
- 4.3 Receive, investigate, and respond to complaints, whistleblowing reports, and feedback from internal and external stakeholders; implement corrective and preventive actions as necessary.

5. QSHE Manager

- 5.1 Maintain and ensure the effectiveness of the QSHE management system in alignment with applicable standards, laws, and Company requirements.
- 5.2 Propose QSHE policies, strategic action plans, and performance indicators for approval by the Board of Directors and/or QSHE Committee.
- 5.3 Supervise and monitor the performance of safety officers in accordance with the chain of command.
- 5.4 Provide expert advice and guidance on technical and policy-related QSHE matters.
- 5.5 Prepare and submit reports on non-conformities, accidents, injuries, and occupational illnesses to senior management.

6. Safety Officers in Professional Level

- 6.1 Support operational units in complying with relevant QSHE management system standards.
- 6.2 Prepare and submit timely reports on accidents, injuries, occupational illnesses, and any instances of non-compliance to designated supervisors.

7. Employees

- 7.1 Learn, understand, and fully comply with all applicable laws, regulations, standards, policies, and procedures related to QSHE.
- 7.2 Promptly report any concerns, misconduct, or suspected violations of this Policy through the appropriate channels.