

(Translation)

Occupational Health, Safety and Environment Policy (OHS&E)

B.Grimm Power commits to operate by minimising environmental impacts and to ensure occupational health and safety. We employ highly efficient power generation technologies, eco-friendly fuels, and advanced mechanisms to strictly control and reduce greenhouse gas emissions, waste generation and noise pollution. We rigorously monitor several indicators at our power plants and nearby communities to prevent and mitigate our potential impacts on the environment. Our health, safety, and environment management encompass employees, other parties working on-site, and surrounding communities.

1. Applicability

This Occupational Health, Safety and Environment Policy (OHS&E) applies group-wide covering all of B.Grimm Power's employees, operations, subsidiaries, as well as joint ventures and contractors under our supervision. It will also apply to our due diligence investigation of all mergers and acquisitions. We will encourage our suppliers, service providers, contractors, and other key business partners such as non-managed operations, joint-venture partners, licensees, and outsourcing partners to conform by communicating it for their acknowledgment. These allies are at liberty to implement it according to their own organisations' needs to ensure mutual benefit and value creation.

2. Compliance Obligations

B.Grimm Power reviews and monitors our performance in stakeholder engagement and expectations, occupational health, safety and environment annually including biodiversity and forested resource conservation to ensure compliance with relevant and applicable OHS&E laws and regulations as well as the OHS&E international standards, programs, collective agreements and/or reports (e.g. ISO 45001, ISO 14001, EIA, IEE, ESA, and COP).

3. Commitments

B.Grimm Power commits to develop, improve, and incorporate new measures to increase the efficiency of occupational health, safety, and environmental management and performance, as well as promote the efficient use of resources and place a premium on environmental protection and biodiversity in order to efficiently develop our production process for the benefit of all. We commit to setting the targets and objectives (both quantitative and qualitative) to mitigate risks and reduce environmental and social (e.g. OHS, community) impacts. The commitments are more focusing on as follows:

3.1 Product and Service Stewardship

B.Grimm Power commits to improving its products and services (including any new projects under its control) whilst ensuring compliance with applicable laws and regulations where we operate. This applies to the value chain, including the production, procurement processes and use of feedstocks that are good for the environment, biodiversity, local communities, and society. We will also use technology and innovation to improve the efficiency and effectiveness of our power generation process.

3.2 Management of Waste

B.Grimm Power commits to the management of waste generated from the production process, aiming to reduce waste and optimise production resources through the 3Rs principle (Reduce, Reuse, and Recycle). Additionally, we apply waste management best practices, sorting and minimising environmental impacts on nearby communities.

3.3 Management of Water

B.Grimm Power realises the value of efficient water use and has established a corporate water management policy. We have reduced our reliance on freshwater in our processes by increasing the use of treated wastewater. We have a water-related business continuity plan and risk assessment mechanism in place. We also perform quality control on our treated effluent to lessen our potential impacts on surrounding communities and collaborate with stakeholders to identify water management best practices.

3.4 Management of Emissions

B.Grimm Power commits to monitor and maintain, within the legal limits, the discharge of pollutants to external environments from our production operations and business facilities, as well as distribution and logistics operations. Additionally, we will strive to go beyond the legal requirement to minimise our greenhouse gas emissions and impacts as much as possible. To ensure sustainability and reach the net-zero carbon emissions goal (climate strategy), we will also zealously develop, improve, and reduce our use of natural resources.

3.5 Occupational, Health and Safety

B.Grimm Power's goal is to be free from workplace accidents, which will help improve our operational efficiency and build confidence among employees and external stakeholders. We provide opportunities for all employees and/or workers' representatives to participate, consult, and express their opinions through various channels to improve our occupational health and safety management systems. Therefore, we place a strong emphasis on Occupational Health and Safety Management by implementing comprehensive risk assessment, prioritising risk levels, and employing effective action plans and mitigation methods. To this end, we have devised an emergency response plan to control and prevent potential damage and danger. We believe that everyone is responsible for workplace safety. Nevertheless, all supervisors must set a good example and encourage their subordinates to observe workplace safety. They must also oversee that all employees, suppliers, contractors, and visitors strictly adhere to Occupational Health and Safety regulations to ensure the highest level of safety in all processes.

3.6 Suppliers, Service Providers and Contractors

Together with suppliers, service providers, and contractors, B.Grimm Power commits to strictly abide by this Occupational Health, Safety and Environment Policy and cooperate with the government and its agencies involved in the national occupational health, safety, and environment management operation.

3.7 Competence & Awareness

B.Grimm Power commits to train and educate employees and other stakeholders on occupational health, safety, and environment management and policy on a regular basis to ensure that they understand and are aware of the impacts and risks of their work activities on the environment and human health. Moreover, we believe that continuous dialogue and cooperation between management and workers are essential for the success of our occupational health, safety, and environment programs. We are dedicated to maintaining transparent communication channels and ensuring that all voices are heard and valued in our efforts to create a safe and healthy workplace.

3.8 Communities

To uphold our responsibilities towards the environment, society and communities, B.Grimm Power commits to ensure that it will be aware of any potential impacts from our operations to surrounding communities and provide the appropriate prevention control as well as to support and participate in community activities either directly or through other agencies to develop strong and sustainable communities.

The oversight and responsibilities related to this policy are in Attachment 1.

This shall come into effect as of 11 July 2024.

-Signature-

(Mr. Pakorn Thavisin)

Chairman

Attachment 1: Occupational Health, Safety and Environment Policy (OHS&E) Oversight and Responsibilities

To oversee the implementation of OHS&E management policy and improve its performance, all employees (at all levels) must comply with and be accountable for this policy. The following key groups provide oversight:

- **Board of Directors** is responsible for oversight and endorsing the policies, setting the strategic direction, and reviewing the performance of OHS&E management systems on an annual basis.
- **Corporate Occupational Health, Safety and Environment (OHS&E) Committee**, consisting of the management committee and representative from OHS&E working team responsible for formulating policies and strategies, ensuring and monitoring occupational health, safety, and environment performance periodically to align with corporate targets and direction.
- **Occupational Health, Safety and Environment (OHS&E) Working Team**, consisting of representatives of senior management and professional safety officers from our head office and power plants, is responsible for supervising, monitoring, reporting and establishing guidelines for workplace safety, environment, biodiversity and forested resource conservation to ensure compliance with applicable laws and corporate policies. The working group also holds a monthly meeting to communicate policies, consult with key stakeholders internally and externally to share ideas or initiatives to improve the company's OHS&E management system and promote OHS&E collaboration and enhance awareness among employees, contractors/suppliers, partners, regulators, and other stakeholders (both internal and external) where we operate and involve.