



DRUGS & ALCOHOL POLICY

ZEAQUEST has established a comprehensive Drugs and Alcohol Policy to ensure the safety and well-being of its employees and others affected by its operations. The policy acknowledges that the use of drugs and alcohol can impair an individual's ability to work safely, posing risks to themselves, colleagues, the public, and company assets.

The key components of ZEAQUEST's Drugs and Alcohol Policy include:

- 1. Prohibition of Substance Use:** Employees are strictly prohibited from using, possessing, buying, selling, manufacturing, or dispensing illegal drugs.
- 2. Alcohol Consumption:** The policy regulates alcohol consumption, particularly during work hours and in situations that could affect job performance or safety.
- 3. Support and Rehabilitation:** Zeaquest is committed to supporting employees who seek assistance for substance misuse issues, encouraging them to come forward without fear of reprisal.
- 4. Enforcement and Disciplinary Actions:** The company reserves the right to conduct drug and alcohol testing and has outlined clear disciplinary actions for policy violations.

For a detailed understanding, employees and stakeholders can access the full Drugs and Alcohol Policy on ZEAQUEST's official website.

This policy reflects ZEAQUEST's commitment to promoting a safe and healthy work environment.

A handwritten signature in black ink, appearing to read "Thitikul Nagadhana".

Thitikul Nagadhana
Chief Executive Officer
January 9, 2026