



STOP WORK AUTHORITY POLICY

ZEAQUEST's Stop Work Authority (SWA) Policy empowers all personnel, regardless of their position or role, to halt work activities when they observe unsafe conditions, practices, or behaviors that could potentially lead to an incident or harm. This proactive measure promotes a culture of safety, ensuring that everyone feels responsible for the safety and well-being of themselves and their coworkers.

Key elements of ZEAQUEST's Stop Work Authority Policy include:

- 1. Authority for All Employees:** Every team member has the authority to stop any task or operation they consider to be unsafe. This ensures that safety is always prioritized without concern for hierarchical boundaries or time pressures.
- 2. Immediate Response:** When a stop-work action is taken, operations halt immediately until the situation can be evaluated and addressed. This step helps in assessing the risks involved and implementing corrective measures.
- 3. Collaborative Resolution:** Following a stop-work, team members, including supervisors and safety officers, collaborate to investigate the identified issue, analyse root causes, and apply necessary changes to eliminate the hazards.
- 4. No Retaliation:** ZEAQUEST's policy guarantees that there will be no retaliation, punishment, or criticism for personnel who exercise their SWA in good faith. The goal is to foster a safe environment where everyone feels empowered to act without fear of reprisal.

ZEAQUEST's SWA Policy underscores the company's dedication to a safety-first culture, emphasizing that everyone is both responsible and empowered to prevent incidents before they occur. This policy is central to upholding high safety standards across all operational levels.

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

Thitikul Nagadhana
Chief Executive Officer
January 9, 2026