

Occupational Safety, Health, and Working Environment

The Company has established policies to support employees in working safely and maintaining good occupational health within a healthy workplace environment. The Company places strong emphasis on accident prevention to the fullest extent possible and promotes safety awareness among employees. In addition, the Company provides knowledge through training programs and encourages employees to maintain good health practices, while refraining from any actions that may adversely affect the health of customers or service recipients. The workplace is consistently maintained in a hygienic and safe condition.

The Company recognizes that safety and good health are fundamental rights of all employees and continuously prioritizes occupational safety and health for employees and stakeholders.

Accordingly, the Company has established an Occupational Health and Safety Risk Reduction Policy as follows: "Create, maintain, and strictly adhere to occupational health and safety awareness in order to reduce the risks of illness and accidents, and to promote the health and quality of life of all personnel."

The Company continuously reviews and improves its occupational health and safety practices to align with current operations. Such practices are implemented seriously and consistently, and are communicated clearly to employees and stakeholders in accordance with the following guidelines:

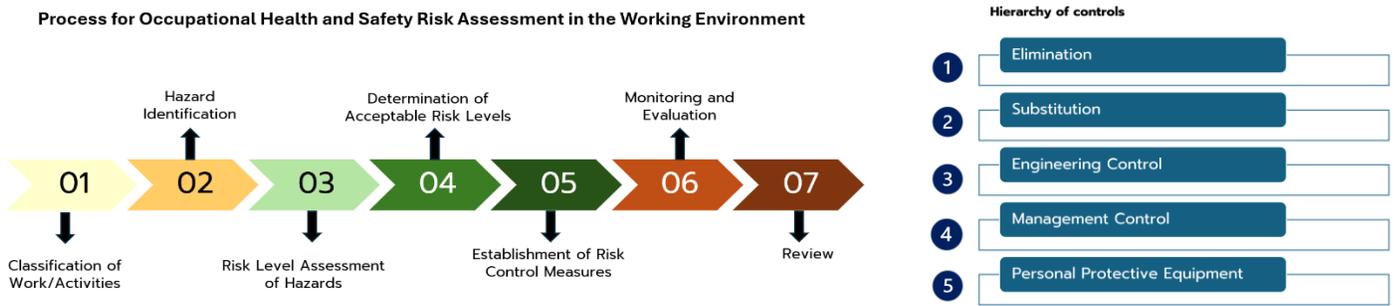
- All personnel must comply with regulations and cooperate with the Company's occupational health and safety policies and activities.
- Comply with all applicable occupational health and safety laws and regulations related to the Company's business processes.
- Prevent and reduce fire risks to ensure the safety of employees and surrounding stakeholders.
- Provide adequate resources to prevent and reduce risks of injuries and illnesses arising from working with machinery and chemicals.
- Promote and support health information and initiatives to ensure good health for all employees.
- Communicate occupational health and safety performance and policies to communities and stakeholders throughout the supply chain.
- Emphasize the cultivation of occupational health and safety awareness among personnel at all levels.
- Strive to reduce work-related injuries and fatalities among employees, suppliers, and contractors working within the Company's premises through continuous risk control.
- Commit to conducting activities, providing consultation, and encouraging participation from employees and their representatives.

Management Approach

Occupational Safety, Health, and Working Environment management is overseen by the Company's Occupational Safety, Health, and Working Environment Committee. An authorized representative appointed by the Chief Executive Officer acts as a driving force to ensure effective implementation of policies. Representatives of both the employer and employees convene regularly and report meeting results to management. In addition, professional safety officers are appointed to inspect, monitor, provide recommendations, and report on occupational safety, health, and working environment performance.

The Company conducts operational risk assessments through processes for hazard identification and risk level evaluation in order to identify risks and opportunities. The assessment covers operational processes, activities, and work areas, as well as machinery and equipment used in operations, including significant contractor activities relevant to the Company. Consideration is given to normal operations, abnormal situations, and emergency scenarios. Risk control measures are established to reduce the likelihood and impact of potential incidents in each operation.

The Company has established risk management measures related to occupational safety, health, and working environment, including communication plans, risk surveillance, and monitoring procedures. All relevant information is communicated to personnel prior to the commencement of work.



The Company has established procedures for workplace inspections and occupational health and safety risk assessments, conducted by professional safety officers who evaluate risks at each operational step and within designated risk areas.

The risk assessment conducted this year identified potential risks of operational accidents arising from working with machinery used in service and maintenance activities, chemicals, and workplace environmental conditions. The assessment also considered risks that may affect employees, suppliers, contractors, visitors, and other persons performing work within the Company’s premises, as well as potential risks to the Company’s assets, which could disrupt business continuity. Accordingly, the Company has implemented preventive and risk mitigation measures as follows:

- 1) Provision of essential Personal Protective Equipment (PPE) for all employees, requiring the use of such equipment prior to and during work operations.
- 2) Provision of appropriate storage containers and clearly designated areas for materials used in operational processes, proper machinery maintenance, and regular inspections in accordance with established maintenance plans.
- 3) Improvement of workplace environmental conditions, including installation of identification signs and warning signs in high-risk areas to mitigate accident risks.
- 4) Promotion of awareness and a safety culture in occupational health and workplace safety through regular training and refresher sessions on proper machinery operation and chemical handling for employees, suppliers, contractors, visitors, and other persons working within the Company’s premises, as well as the organization of periodic safety activities and campaigns.

To continuously reinforce accident prevention awareness, the Company has implemented the “Zero Accident Project 2024,” an annual initiative aimed at promoting workplace safety consciousness, improving

working conditions, and identifying and eliminating potential hazards across all job categories. The objective is to ensure that employees can work happily in a safe and accident-free environment. Performance is measured based on the number of employees within each job category as follows:

Performance Results on Occupational Safety, Health, and Working Environment

 <p>0 cases Number of work-related fatalities of employees, suppliers, and contractors operating within the Company's premises</p>	Performance	Cases per 1,000,000 Working Hours
	Injury Frequency Rate (IFR)	5.49
	Injury Severity Rate (ISR)	8.24

In 2024, the Company implemented initiatives to enhance employees' awareness of risk management related to work operations, as follows:

- Promote safety awareness among employees through safety training conducted during new employee orientation.



- Safe Driving Training Program for Employees: At present, traffic problems continue to increase. Importantly, statistics on road traffic accidents show that a large number of accidents have occurred, with most causes arising from negligence, lack of discipline of drivers, non-compliance with traffic laws, and lack of social responsibility. Therefore, the Company has promoted a safe driving campaign, including wearing helmets when commuting to work and driving safely during long holiday periods and festive seasons.



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- **Training Basic Firefighting:** The Company organizes training to enhance knowledge and understanding regarding fire theory, fire classifications, various firefighting methods, prevention of ignition sources, types of fire extinguishers, and the proper use of personal protective equipment for firefighting, including firefighting procedures according to each class of fire. This is in accordance with the Ministerial Regulation Prescribing Standards for Occupational Safety, Health, and Working Environment Management Related to Fire Prevention and Suppression B.E. 2555 (2012). In 2024, a total of 780 employees completed the basic firefighting training, representing 90%.



- **Safety Officer (Executive Level) Course:** The Company organizes the Safety Officer (Executive Level) training course to enable participating employees to learn the duties and roles of executive-level safety officers. Participants gain knowledge on how to properly supervise and oversee the performance of safety officers within the Company, as well as how to propose occupational safety projects and plans to the employer in order to prevent errors and workplace accidents. In 2024, a total of 57 executives completed the Safety Officer (Executive Level) training course.



- **Safety Officer (Supervisor Level) Course:** This course is designed to enable supervisors to perform their duties in relation to occupational safety, health, and working environment in the workplace. It aims to enhance understanding of the roles and responsibilities of supervisors, including knowledge of key legal requirements related to occupational safety, health, and working environment, as well as the ability to identify potential hazards arising from work activities. In 2024, a total of 60 supervisors completed the Safety Officer (Supervisor Level) training course.



Occupational Safety, Health, and Working Environment Inspection

In 2024, the Company conducted regular monitoring and assessment of workplace environmental conditions in compliance with applicable legal requirements to ensure that all personnel operate in a suitable working environment that does not pose health hazards. The latest assessment results were found to be within the standards prescribed by law. The Company also provides appropriate personal protective equipment (PPE), emergency equipment, and basic first-aid kits to personnel in accordance with the nature of their work.



Summary of Environmental Quality, Occupational Health, and Safety Inspection Results	Performance Results
Workplace air quality monitoring	✓
Workplace noise level monitoring	✓
Workplace surface quality monitoring	✓
Stack emission air quality monitoring	✓
Workplace lighting intensity monitoring (area-based)	✓
Workplace lighting intensity monitoring (point-based)	✓
Workplace heat level monitoring	✓

Note:
 ✓ Indicates within the standard criteria.
 X Indicates not within the standard criteria.