



Safety, Occupational Health and Working Environment Policy

Pinthong Industrial Park Public Company Limited

Approved on 24 February 2026 (BOD 2/2026)

Safety, Occupational Health and Working Environment Policy

Pinthong Industrial Park Public Company Limited and its subsidiaries (the “Company”) recognize the importance of occupational health, safety, and the working environment as fundamental factors in achieving sustainable business operations and as an integral part of good corporate governance. The Company is therefore committed to preventing accidents, injuries, work-related illnesses, and environmental impacts that may arise from its operations, including activities of tenants, contractors, and relevant stakeholders.

The Company is committed to operating in compliance with applicable laws, regulations, and standards at both national and international levels, and to continuously developing and improving its occupational health, safety, and environmental management systems in order to enhance standards in line with best practices and evolving business conditions.

1. Objectives

- 1.1 To establish systematic guidelines for the management of occupational health, safety, and the working environment in compliance with applicable laws, standards, and relevant practices.
- 1.2 To prevent and mitigate risks arising from accidents, injuries, and work-related illnesses, as well as to minimize potential impacts on employees, contractors, tenants, and stakeholders.
- 1.3 To promote a safe working environment that supports physical and mental well-being, thereby enhancing work efficiency and quality of life.
- 1.4 To continuously enhance occupational health and safety standards through development, improvement, and the application of technology and innovation in management practices.
- 1.5 To foster awareness and a safety culture within the organization, ensuring that executives, employees, and all stakeholders actively participate in and strictly comply with this Policy.

2. Scope of Application

This Policy shall apply to all operations of the Company, including all departments, as well as executives, employees, staff, and relevant stakeholders who have roles in managing and supporting the Company’s business processes.

3. Roles and Responsibilities

3.1 Board of Directors

Establish policies and objectives on occupational health and safety in alignment with the Company's strategic direction.

3.2 Executives

Drive the implementation of safety policies and strategies into practice; manage risks and control hazards in work processes; oversee the development of personnel capabilities in safety; monitor and evaluate performance; provide appropriate resources and management systems; foster a safety culture; and ensure strict compliance with applicable laws, standards, and relevant requirements, as well as continuous improvement.

3.3 Responsible Functions

Plan and implement occupational health, safety, and environmental measures; control, inspect, and oversee safety within the industrial estate and utilities areas; manage security systems; and develop and test emergency response plans.

3.4 Occupational Health, Safety, and Work Environment Committee

Promote cooperation and participation in safety among departments and operators within the industrial estate; serve as a central body for coordination, communication, and knowledge sharing; and monitor risk situations to continuously enhance safety standards.

4. Operational Guidelines

The Company shall ensure that hazards are identified and risks arising from operations are systematically assessed by applying Total Quality Control (TQC) principles in conjunction with the enterprise risk management process. Appropriate control measures shall be established in accordance with the level of risk, and such measures shall be communicated to all relevant personnel for strict compliance in accordance with the Hierarchy of Controls, with risk controls prioritized as follows:

4.1 Elimination

Eliminate sources of hazards from work processes, such as discontinuing high-risk activities or modifying work methods to completely remove risks.

4.2 Substitution

Replace high-risk materials, equipment, or processes with safer alternatives.

4.3 Engineering Controls

Design or improve tools, equipment, or infrastructure, such as protective systems, barriers, ventilation systems, or automation, to reduce exposure to hazards.

4.4 Administrative Controls

Establish administrative measures such as standard operating procedures (SOPs), training, supervision, work time limitations, and warning signage.

4.5 Personal Protective Equipment (PPE)

Provide and enforce the use of appropriate personal protective equipment, such as helmets, gloves, safety glasses, masks, and other relevant equipment.

5. Incident Reporting and Investigation

The Company shall establish a systematic process for incident reporting and investigation to enable prompt response, root cause analysis, and the implementation of preventive measures to avoid recurrence.

The procedures are as follows:

5.1 Incident Reporting

In the event of an accident or any incident that may cause harm during operations, employees or witnesses shall immediately report to their supervisors in order to assess the severity of the incident and escalate the report to relevant parties through the designated channels under the Total Quality Control and Management (TQC) system, ensuring systematic monitoring and management of such incidents.

5.2 Incident Investigation

In the case of serious incidents, an incident investigation committee shall be established, comprising personnel with relevant knowledge, expertise, and experience. The investigation shall be conducted in a systematic manner, including the collection of evidence, review of the sequence of events, data analysis, and root cause analysis, in order to identify the factors contributing to such incident.

5.3 Corrective and Preventive Actions

Investigation results shall be reported, and corrective, preventive, and risk mitigation measures shall be established to prevent recurrence. The status of corrective actions shall be monitored and reported to management on a monthly basis to ensure continuous follow-up.

5.4 Learning and Communication

Investigation results and lessons learned shall be communicated to employees and relevant parties. Such findings shall be used to improve the working environment, operational procedures, and safety measures in areas with similar risk characteristics in order to prevent recurrence and enhance the organization's safety standards.

5.5 Capacity Building

The Company shall provide training on incident reporting and investigation to senior employees and relevant personnel to enhance knowledge and understanding in incident reporting, preparation of incident reports, root cause analysis, and the development of effective preventive measures, enabling practical application in actual operations.

6. Employee Health Management Related to Work

The Company places importance on occupational health and safety management, with a focus on reducing work-related risks and providing a safe working environment for all employees. This is achieved through health surveillance measures, provision of emergency response and protective equipment, and appropriate control of the working environment to prevent hazards and reduce the risk of occupational diseases, as follows:

6.1 Employee Health Surveillance Based on Occupational Risk Factors, the Company shall provide pre-employment medical examinations and annual health check-ups for all employees, taking into account job-related risk factors, in order to monitor and prevent potential health impacts arising from work. Health and illness data shall be systematically maintained through a health database system.

6.2 Provision of Protective and Emergency Equipment, the Company shall provide standard-compliant protective and emergency response equipment and ensure that such equipment is regularly maintained and readily available for use in emergency situations.

6.3 A working environment conducive to well-being shall be promoted by maintaining pleasant surroundings, including planting a variety of trees and providing green spaces within and around the workplace to create a relaxing atmosphere and help reduce work-related stress, covering key aspects as follows:

- Lighting

Adequate lighting levels shall be provided, appropriate to the nature of work, without causing glare or visual disturbance.

- Indoor Air Quality & Ventilation

Indoor air quality shall be maintained at an appropriate level, with proper ventilation and control of dust, odors, and contaminants.

- Thermal Comfort

Temperature and humidity shall be controlled at appropriate levels to ensure comfort and reduce adverse health effects on employees.

- Noise Control

Noise levels in the workplace shall be controlled to prevent disturbance to concentration or harm to hearing.

- Workspace & Housekeeping

Work areas shall be organized, clean, safe, and conducive to operations, with clearly designated walkways and emergency exits.

- Ergonomics

Work environments and office equipment shall be arranged in accordance with ergonomic principles to reduce the risk of injury and fatigue.

- Workplace Safety

Appropriate safety equipment shall be provided, such as fire extinguishers, warning signs, emergency alarm systems, and clearly marked evacuation routes.

- Hygiene & Welfare

Adequate sanitary facilities, rest areas, and welfare amenities shall be provided in a hygienic and sufficient manner.

6.4 Workplace Hygiene Management, adequate medical supplies and first aid materials shall be provided for employees, and cleanliness and hygiene in the workplace shall be continuously maintained.

6.5 Exercise and health-promoting activities shall be encouraged and supported among employees.

7. Occupational Health, Safety, and Environment (OHSE) Culture

The Company is committed to promoting and developing a culture of occupational health, safety, and the working environment as an integral part of operations at all levels of the organization. This includes fostering awareness among executives, employees, contractors, and all relevant parties of the importance of safety and shared responsibility in preventing accidents, injuries, and work-related illnesses.

The Company supports participation, open communication, and continuous knowledge sharing on safety through training, awareness programs, and the adoption of best practices to reinforce safe working behaviors, alongside the development of employees' knowledge and skills. In addition, the Company promotes transparent reporting of incidents, risks, or unsafe conditions under a no-blame culture, in order to utilize such information for analysis, prevention, and continuous improvement of work processes, ultimately fostering an organizational culture that prioritizes safety, well-being, and long-term sustainability.

8. Policy Review

The Company shall review and revise this Policy upon any significant changes to ensure alignment with the business environment, applicable laws, and relevant standards.

This Safety, Occupational Health and Working Environment Policy shall be effective from 24 February 2026, by the Approval of the Board of Directors at its Meeting No. 2/2026.

- Mr. Prasan Tanprasert -

Chairman of the Board of Directors

Pinthong Industrial Park Public Company Limited