
Policy on Safety Occupational Health and Environment

Amendment No. 1 (November 2025)

Singha Estate Public Company Limited

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Endorsed by	Corporate Governance and Sustainable Development Committee
Approved by	Board of Directors

Document Revision Records

Date	Version	Page No.	Revision/Amendment Details	Requestor
30 May 2022	Original Issue	-	-	-
12 November 2025	Amendment No. 1	-	<ol style="list-style-type: none"> Updated the qualifications of the Occupational Safety, Health, and Environment Committee (OSHEC) Secretary for Category 2 and Category 3 businesses. Enhanced the roles and responsibilities of the Occupational Safety, Health, and Environment Committee (OSHEC) in accordance with the Ministerial Regulation B.E. 2565 (2022). Amended Clause 6 (Safety, Occupational Health, and Environmental Policy), Sub-clause 3. 	Occupational Safety, Health, and Environment Committee (OSHEC)

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1. Introduction

Singha Estate Public Company Limited and/or its subsidiaries (the “Company”) identify safety and occupational health as fundamental pillars of the organization’s commitment to socially responsible business practices. The Company prioritizes the well-being of all stakeholders across the entire value chain—ranging from internal employees and contractors to business partners, external personnel, and surrounding communities—with a profound emphasis on safeguarding health and fostering an elevated quality of life. In addition, the Company remains steadfast in its dedication to environmental stewardship and the preservation of the ecosystems adjacent to its diverse project sites. To ensure alignment with its overarching Sustainable Development Policy, the Company has ratified this Policy on Safety, Occupational Health, and Environment (the “Policy”) to serve as the definitive strategic framework governing its business conduct.

2. Policy Objectives

- To serve as the definitive framework for the Company’s business operations and project developments, ensuring that all activities are executed with rigorous safety protocols, optimal occupational health standards, and a conscientious regard for environmental impacts on surrounding communities.
- To institutionalize robust management standards for safety, occupational health, and the environment that align with universally recognized safety benchmarks. These standards shall remain strictly compliant with applicable statutory requirements across all jurisdictions and projects, while being meticulously tailored to the specific operational requirements of the Company and its developed projects.
- To cultivate a culture of heightened awareness, enhance professional competencies, and foster active participation among personnel across all business sectors. This is intended to ensure that operational processes are conducted safely and healthily, while

maintaining internal and external environmental impacts within strictly permissible and acceptable thresholds.

3. Scope of Policy Application

This Policy is applicable to all executives and employees of the Company and its subsidiaries in the conduct of their business operations, unless a subsidiary has formally ratified its own specific safety and occupational health policy.

4. Definitions

Any term or expression utilized within this Policy shall be construed according to the meanings stipulated below, unless the context explicitly indicates or provides otherwise.

Term / Phrase	Definition
Employees	<ul style="list-style-type: none"> Refers to permanent staff, temporary personnel, and special contract employees performing duties at the corporate headquarters and subsidiary offices.
Operational Personnel	<ul style="list-style-type: none"> Encompasses permanent staff, temporary personnel, and special contract employees stationed at the Company's and its subsidiaries' project development sites. This definition extends to the employees, staff, and labor force of primary contractors, subcontractors, and consultancy firms.
Stakeholders	<ul style="list-style-type: none"> Individuals, groups, or organizations that are impacted by, and/or exert an influence upon, the business operations or projects developed by the Company.

Term / Phrase	Definition
Occupational Safety, Health, and Environment Committee (OSHEC)	<p>A working group formally appointed by the Company to oversee safety, occupational health, and the working environment, comprising:</p> <ul style="list-style-type: none"> ● Appointed <u>representatives from the executives</u> and elected <u>representatives from the employee body</u> ● A designated employer representative at the supervisory level (Category 3) or a Professional Safety Officer serving (Category 2) as the Secretary to the Occupational Safety, Health, and Environment Committee.

5. Roles

The Company has established a formal governance structure to ensure that all operations are conducted in strict alignment with this Policy, as detailed below:

Entity / Personnel	Roles and Responsibilities
Board of Directors	<ul style="list-style-type: none"> ● Exercise ultimate oversight, review, and grant final approval of the Policy to ensure continuous alignment with statutory requirements and international standards.
Corporate Governance and Sustainable Development Committee	<ul style="list-style-type: none"> ● Review and endorse the Policy while providing strategic direction and oversight to ensure the Company's operations adhere to the prescribed Policy framework.

Entity / Personnel	Roles and Responsibilities
	<ul style="list-style-type: none"> ● Acknowledge progress reports regarding corporate governance, as well as community and environmental impacts, as deliberated and presented by the OSHEC.
Occupational Safety, Health, and Environment Committee (OSHEC)	<ul style="list-style-type: none"> ● Formulate the Policy on Safety, Occupational Health, and Environment Policy for the workplace to be proposed to the employer. ● Establish frameworks for the prevention and mitigation of work-related accidents, hazards, illnesses, or disturbances arising from employee activities or unsafe working conditions for proposal to the employer. ● Report on and recommend measures or corrective actions to ensure that working conditions and the environment remain compliant with occupational safety laws, safeguarding employees, contractors, and external parties accessing or utilizing the premises. ● Promote and advocate for occupational safety initiatives within the workplace. ● Review the Safety, Occupational Health, and Environment Manuals and provide expert opinions to the employer. ● Conduct regular inspections of safety practices and report findings, including occupational hazard statistics, at every OSHEC meeting. ● Deliberate upon training programs or projects concerning occupational safety, including those

Entity / Personnel	Roles and Responsibilities
	<p>detailing the roles and responsibilities of employees, supervisors, executives, and all personnel levels, for proposal to the employer.</p> <ul style="list-style-type: none"> ● Implement a reporting system mandating that employees at all levels report unsafe working conditions to the employer. ● Monitor the progress of recommendations submitted to the employer. ● Prepare an annual performance report detailing achievements, identifying obstacles, and providing recommendations regarding the OSHEC's functions for submission to the employer. ● Evaluate the overall efficacy of the organization's occupational safety performance. ● Execute other safety-related duties as assigned by the employer.
Employees	<ul style="list-style-type: none"> ● Diligently study and adhere to this Policy and all declared safety, occupational health, and environmental standards and manuals. Furthermore, supervisors are charged with the duty to provide guidance and exercise rigorous oversight to ensure that subordinates strictly comply with the Company's established safety protocols.

6. Policy on Safety, Occupational Health, and Environment

To achieve the goal of conducting business with safety, good health, and environmental friendliness while controlling community impacts, the Company defines the following policies:

- 1) The Company adheres to and complies with all relevant safety, occupational health, and working environment laws and regulations, including correct labor practices, while aligning with international standards and other requirements adopted by the Company.
- 2) The Company is committed to integrating safety, occupational health, and environmental work into business operations to create a safety culture for employees, operational personnel, contractors, and stakeholders, focusing on controlling and reducing risks in all work under the Company's responsibility.
- 3) Safety, occupational health, and the environment are the primary responsibilities of every employee and operational worker. The Company supports appropriate equipment and environmental development. Supervisors at all levels must act as role models, leading, training, and motivating workers to operate with care for their own safety, colleagues, assets, environment, and the Company's reputation.
- 4) Employees, operational personnel, and all stakeholder groups can propose opinions or measures to improve safety and health through the OSHEC, supervisors, or employers to foster participation.
- 5) The Company supports partners, contractors, or other agencies working for the Company to operate according to this Policy and will promote safety and environmental activities to appropriately stimulate the awareness of all workers and partners.

7. Policy Review

The Company shall conduct a review and/or revision of this Policy at least once per annum, or upon the occurrence of any significant organizational or operational changes.

8. Violations and Non-Compliance

Any failure to adhere to the Policy on Safety, Occupational Health, and Environment shall grant the Company the right to pursue disciplinary action. For Company employees, such actions will be executed in accordance with the Company's Work Rules and Regulations. In the case of contractors and operational personnel, penalties shall be determined and enforced as stipulated in the specific terms and conditions of their respective contracts.

Announced on 12 November 2025

(Mr. Petipong Pungbun Na Ayudhya)

Chairman of the Board of Directors

Singha Estate Public Company Limited