

Occupational Safety, Health, and Environment Policy
Stecon Group Public Company Limited and its subsidiaries

To maintain good Occupational Safety, Health, and Environment, it requires collaboration of everyone in the organization including Executive Committee and employees of all levels. Therefore, to manage Occupational Safety, Health, and Environment and to bring about efficient results, the Company has established policies as follows:

1. The company is committed to promote, control, and maintain safety at work to prevent work related illness and injury.
2. The company recognizes that employees are valuable resources of the company. Thus, safety for workers is one of our most important policies.
3. The company will support the creation of safety at work by providing safe tools, safe workplace, and safe work practices to eliminate the hazards and minimize risks at work. the company will also promote safety knowledge among employees and motivate them to maintain safety awareness at work.
4. The Company will appoint the Occupational Safety, Health and Environmental Committee for planning and giving recommendations about Occupational Safety, Health, and Environment; as well as administer and develop these plans and projects to bring about efficient results.
5. The Company will require its management to be responsible for the safety of their employees at work, ensuring that they strictly follow the safety procedures and rules established by the Company.
6. The company will require all employees, contractors, and subcontractors to be responsible for their work and to participate and give recommendations in accordance with Occupational Safety, Health, and Environment Management System Standards. Thereby, to create safety for themselves and their colleagues and strictly abide by all safety rules announced by the Company.
7. The Company is committed to follow up, evaluate, and improve performance continuously in accordance with Occupational Safety, Health, and Environment Policy to achieve maximum efficiency in accordance with laws, regulations, and requirements of Occupational Safety, Health, and Environment Standards.

This Occupational Safety, Health, and Environment Policy was approved by the Board of Directors' Meeting No. 2/2024 on February 27th, 2024 and take effect from February 27th, 2024 onwards.

Promulgated on 27 February 2024

(Mr. Vallop Rungkijvorasathien)

Chairman of the Board of Directors
Stecon Group Public Company Limited