

## 7.4 Occupational Health and Safety Management

The Company implements occupational health and safety management practices to control and mitigate risks that may affect employee health, safety, and the working environment. Committed to fostering a safe and healthy workplace, the Company promotes employee well-being through comprehensive occupational health and safety management, as follows:

### Governance of Occupational Health and Safety

The Company prioritizes systematic and efficient management of Safety, Occupational Health, and Working Environment, ensuring compliance with legal requirements and international standards. The Company has a clear governance structure that spans both policy and operational levels to ensure sustainable practices:

- **The Risk Management and Sustainability Development Committee** oversees the organization's overall risk management, including safety and occupational health risks. This is integrated with the Company's sustainable development direction, with meetings held at least once per quarter.
- **The Executive Sustainability Development Committee** chaired by the President, sets policies, targets, and operational directions for the organization's safety, occupational health, and environmental management efforts. It also regularly monitors performance and reviews the effectiveness of management systems, with meetings held at least once per quarter.
- **The Safety, Occupational Health & Environment Committee (SHE Committee)** comprises representatives from all departments, chaired by the Plant Manager. Its role is to drive the implementation of policies from the executive level and to consider approaches for preventing and resolving employee safety and health issues at the operational level.

- **The Safety, Occupational Health, and Environmental Unit** is responsible for planning, managing, and monitoring the Company's safety performance. The head of this unit oversees strategic planning, risk assessment, and the development of effective preventive measures.
- **The Safety Committee (Kor Por Or)**, composed of employee and employer representatives, jointly reviews, recommends, and provides input on safety, occupational health, and environmental plans and measures. It also monitors performance to ensure continuous improvement, with regular monthly meetings.
- **Safety Officers (Jor Por)**, This includes Safety Officers at the management, professional, and supervisory levels. They're assigned duties as required by law, ensuring operations at each level are rigorous and align with the organization's safety management guidelines.



### Occupational Health and Safety Policy

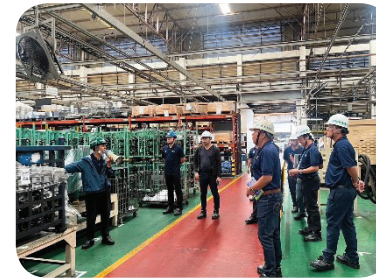
The Company aims for excellence in production process development and improvement to enhance safety, reducing critical accident and incident risks. Such efforts align with the safety policies of both clients and regulatory authorities, ensuring full compliance with applicable laws and training requirements. The Company trains and develops personnel, fostering a culture of safety and safe behaviors to build skills, knowledge, and awareness of workplace safety and environmental conditions. In addition, the Company is dedicated to reducing accident impacts through activities like Job Safety Analysis (JSA), executive-level workplace inspections, fire-risk area inspections, and promoting safe behaviors, etc.



### Promoting Occupational Health and Safety Activities

In 2024, the Company implemented its occupational health and safety plan, focusing on improving the working environment and employee well-being, as well as encouraging employee participation. Key activities included:

**Executive-level workplace inspection** walks to identify hazardous areas and facilitate corrections and improvements for a safer work environment. The goal was to inspect 100% of all areas for safety.



**Hazard Identification Activity (Completely Check, Completely Find Out: CCCF)** This initiative encourages employees to identify workplace hazards and propose solutions. Additionally, the Company organized a Workplace Safety Week to foster awareness of safety, energy, and environmental issues. 100% of employees participated in this activity.





### Personnel Training and Development Program:

Employees received fundamental safety training to enhance general safety awareness and build technical knowledge in specific areas such as working at heights. The target group included maintenance staff and relevant personnel, with 19 participants from all affiliated companies. All participants successfully passed the competency assessment, achieving a 100% pass rate.



### Other Safety Activities:

These include safe driving campaigns and safety inspections of employee shuttle vehicles, as well as personal cars and motorcycles. The Safety, Occupational Health & Environmental Committee mandates quarterly inspection frequencies. 100% of inspections were conducted accurately and completely according to established criteria.



### Risk Assessment in Employee and Contractor Work Areas

Assessing risks for employees and suppliers in operational areas is crucial to ensuring safe and efficient work performance, especially in hazardous activities and environments. Therefore, the Company has implemented the following measures to prevent workplace accidents:

1. Proactive accident dissemination: Communicate and follow up on past accidents, both internal and external, to prevent recurrence.
2. Compliance with the “Stop, Call, and Wait” protocol: Immediate action when unusual events are encountered.
3. Activity/project risk assessment.
4. Pre-work, during-work, and post-work inspections.
5. Kiken Yochi (KY) activity before commencing work.

### Risk Assessment Procedure

#### 1. Risk Identification

- Inspect operational areas to understand the environment and activities taking place, aiming to identify locations and processes that may pose safety risks.
- Analyze activities involving both employees and contractors to identify potential work-related hazards.

#### 2. Risk Assessment

- Risk assessment: After identifying risks, the Company assesses the likelihood of those risks

occurring and their potential consequences. This includes analyzing the frequency and severity of potential incidents.

- Risk assessment for new projects: The Company recognizes the critical importance of preventing accidents and hazards that could arise from new projects or changes in work processes, for example, new machinery installation, workspace modifications, or adopting new technologies. Therefore, risk assessments are conducted prior to each implementation to identify potential hazards in advance and to establish appropriate control measures.

### 3. Risk assessment for new projects

- Control measures: Control strategies are defined to minimize or eliminate identified risks. These may include the use of personal protective equipment (PPE), modifications to machinery, or changes in work processes.
- Training and communication: Provide employees and suppliers with training and communication regarding safety measures and work-related risks.

### 4. Monitoring and Review

- Review control measures: Regularly inspect control measures to ensure their ongoing effectiveness and suitability in response to changing environments.

Example of the risk assessment form for occupational safety in employee and supplier operations.

Sample form for work permit and project/activity risk assessment.

Image of KY (Kiken Yochi) activities for various projects/activities before work commencement.



Risk Issues	Management Measures:
<ul style="list-style-type: none"> <li>Workplace accidents due to unsafe environments caused by employee actions, such as non-compliance with safety regulations.</li> </ul>	<ul style="list-style-type: none"> <li>Communicate safety information, such as safety regulations and proactive accident dissemination from both internal and external incidents, to foster a strong safety consciousness.</li> <li>Implement disciplinary actions for non-compliance with safety regulations.</li> </ul>
<ul style="list-style-type: none"> <li>Unsafe work areas, including issues like extreme temperatures, excessive noise, or insufficient lighting among others.</li> </ul>	<ul style="list-style-type: none"> <li>Conduct environmental monitoring and implement improvements to ensure a safe working environment.</li> <li>Verify that employees comply with established safety requirements for each work area.</li> </ul>



Occupational Health and Safety Performance

Indicator	Target	Result	
		2023	2024
1. Employee non-lost-time injuries: (cases)	0	7	5
Non-lost time injuries compared to previous year			28.57% decrease
2. Employee lost-time injuries (cases)	0	1	1
Employee lost-time injuries (cases)			No change
3. Employee lost-time injury frequency rate	0	0.17	0.22
4. Supplier lost-time injuries: (cases)	0	0	0
5. Supplier lost-time injury frequency rate	0	0	0
6. Severe fire incidents: (cases)	0	0	0

In 2024, the Company recorded one employee lost-time injury. The incident resulted from the employee’s non-compliance with safety regulations while operating machinery. The Company conducted a thorough investigation to identify the root cause and prevent recurrence. Multiple corrective and preventive measures were implemented, including:

- Reviewing and updating safety standards for machinery operations.
- Providing focused training to at-risk employees and relevant operators on safety regulations.
- Communicating lessons learned from the incident to all employees, including subsidiaries.
- Continuously monitoring performance and verifying comprehension checks.



## Safety Awards

In 2024, the Company participated in the national competition for model establishments in safety and the campaign to achieve zero workplace accidents. The Company was honored with the following awards:

**SFT1** Certificate of Honor: National Gold-Level Award of Excellence for Model Establishments in Safety, Occupational Health, and Working Environment (Year 1) from the Occupational Safety and Health Division, Department of Labor Protection and Welfare.



**SFT2 (Branch 0001)** Certificate of Honor: National Gold-Level Award of Excellence for Model Establishments in Safety, Occupational Health, and Working Environment (Year 4) from the Occupational Safety and Health Division, Department of Labor Protection and Welfare.



**SFT3 (Branch 0002)** Certificate of Merit for the Zero Accident Campaign (Year 2) from the Thailand Institute of Occupational Safety and Health (Public Organization), Ministry of Labour.



**SFT1** Certificate of Merit for the Zero Accident Campaign (Year 1) from the Thailand Institute of Occupational Safety and Health (Public Organization), Ministry of Labour.



**SFT2 (Branch 0001)** Certificate of Merit for the Zero Accident Campaign (Year 1) from the Thailand Institute of Occupational Safety and Health (Public Organization), Ministry of Labour.



**ICP2 (Branch 0001)** Certificate of Merit for the Zero Accident Campaign (Year 1) from the Thailand Institute of Occupational Safety and Health (Public Organization), Ministry of Labour.

