

CENTRALPATTANA

Occupational Safety and Health Policy

Central Pattana Public Company Limited

1. Introduction

Central Pattana Public Company Limited and its subsidiaries (the “Company”) recognize the importance of systematic, effective occupational safety and health management to prevent and mitigate risks that may affect employees, tenants, service users, contractors and other stakeholders. Inadequate management in this area can compromise the health and safety of personnel, result in business loss and erode stakeholder confidence.

The Company is committed to upholding the highest standards of occupational safety and health across all operations, ensuring compliance with applicable national and international laws, regulations, best practices and recognized frameworks. This includes alignment with ISO 45001 and the UN Sustainable Development Goals (SDGs).

This Policy reflects the Company's commitment to transparency and accountability in maintaining safe operations, with an emphasis on ensuring safety in the workplace and the Company's service areas for all individuals involved, as well as fostering a culture where employee health and safety are prioritized through a proactive approach to accident prevention, risk management and the continuous improvement of safety-enhancing infrastructure.

2. Scope

This Policy applies to all levels of personnel within the Company, including permanent, contract and temporary employees, as well as suppliers, contractors, service providers, tenants and external parties conducting working or conducting activities within areas under the Company's management.

The Policy covers all areas of the Company's operations, including the head office, shopping centers, residential projects, office buildings, convention halls and other business premises under the Company's management. The scope of the Policy also extends to all activities related to the health and safety of employees and stakeholders in all work processes.

3. Objectives

- To prevent and minimize potential risks
- To foster an organizational culture that prioritizes occupational safety and health
- To continuously develop and improve safety and health measures

4. Roles and Responsibilities

The Company has established occupational safety and health as an integral part of organizational management. To ensure a safe, hazard-free environment that complies with applicable standards for employees, tenants, service users, suppliers and all stakeholders, the Company has defined the roles and responsibilities for relevant functions as follows:

4.1 Board of Directors

- Oversee and approve this Policy to ensure alignment with the Company's good governance principles, sustainability goals and strategy
- Review and update the Policy to ensure it remains relevant to the organizational context and responsive to changes in applicable laws and standards
- Review and monitor occupational safety and health performance through management reports to ensure the Company maintains effective risk prevention and management measures

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4.2 Senior Management

- Oversee the implementation of occupational safety and health practices across all functions of the organization to ensure they align with the Company's objectives
- Allocate sufficient resources, including personnel, budget and technology, to support effective implementation of this Policy
- Coordinate with relevant functions to ensure operations are in compliance with applicable safety laws and standards
- Promote a safety culture within the organization by encouraging employees at all levels to participate in accident prevention and risk reduction

4.3 Relevant Functions

- Develop and implement occupational safety and health measures that are appropriate to the nature of the Company's business and operational context
- Establish guidelines and practices aligned with legal requirements and international standards such as ISO 45001 and ESG frameworks
- Continuously assess and manage occupational safety and health risks, and implement appropriate risk control and mitigation measures
- Provide training and build knowledge among employees, contractors and relevant parties to ensure strict compliance with established safety practices
- Conduct safety inspections and audits, monitor performance and report progress to senior management

4.4 Employees

- Comply strictly with all established safety standards and practices
- Promptly report any hazards or potential risks in the workplace to a supervisor or relevant function
- Use appropriate safety tools and equipment, and adhere to established health and occupational health guidelines
- Participate in safety training provided by the Company and apply the knowledge effectively in daily operations

4.5 Suppliers, Contractors and Service Providers

- Comply with all applicable Company safety requirements when performing work on Company-managed premises
- Ensure safety measures are in place for their personnel, including suitable personal protective equipment
- Promptly report any accidents or adverse events to the Company to enable timely corrective and preventive actions
- Collaborate with the Company to enhance occupational safety and health practices to support consistent standards across operations

5. Policy and Practices

- 5.1) Ensure full compliance with all applicable occupational safety and health laws, regulations and standards, while adopting recognized best practices to elevate safety performance across the organization.
- 5.2) Establish and maintain a robust occupational safety and health management system to support the effective implementation of measures that prevent accidents and protect the health and safety of all personnel across all areas of operations.
- 5.3) Conduct occupational safety and health risk assessments on an ongoing basis and set out control and preventive measures to reduce risks that may affect employees, service users, suppliers and surrounding communities.
- 5.4) Promote a safety culture by encouraging all employees to recognize the importance of occupational safety and health, and to participate in identifying risks and providing feedback for continuous improvement.
- 5.5) Provide appropriate protective equipment and conduct inspections and maintenance of safety infrastructure on the Company's premises, including shopping centers, office buildings and residential projects.
- 5.6) Provide training and knowledge-building programs for employees, contractors and relevant stakeholders to strengthen understanding and capability in accident prevention and emergency response.
- 5.7) Maintain open and accessible communication channels for employees and relevant parties to report safety-related incidents or concerns without fear of reprisal, and encourage knowledge-sharing to improve the effectiveness of safety measures.

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- 5.8) Regularly monitor and evaluate occupational safety and health performance to ensure that risk mitigation efforts are effective and result in measurable improvements to workplace safety.
- 5.9) Prioritize occupational safety and health management that incorporates community health and safety considerations by implementing appropriate measures to minimize potential risks from business operations to surrounding communities.

6. Training

The Company places strong emphasis on building knowledge and awareness of occupational safety and health among employees and relevant parties to ensure the effective implementation of established guidelines. Information and practices are communicated through multiple channels, including internal meetings, digital communications and guidance manuals, to ensure accessibility and ease of use. The Company also provides regular training through appropriate formats, such as hands-on training, seminars and online learning, to support practical application in day-to-day work and help reduce potential risks arising from business operations.

7. Complaints and Whistleblowing

The Company is committed to fostering an open, transparent and safe environment by providing designated channels for employees, suppliers and stakeholders to report hazards, accidents or concerns related to occupational safety and health. A structured process is in place to receive, investigate and resolve such reports to ensure all issues are appropriately addressed. The Company places strong emphasis on protecting the confidentiality and rights of complainants, ensuring that no adverse consequences result from raising a concern. These efforts support responsible, transparent operations and help reinforce a strong safety culture across the organization.

8. Disciplinary Action

The Company places strong importance on strict compliance with this Policy and promotes a safety-first approach among employees, suppliers and relevant parties. In cases where violations of safety standards or non-compliance with the Policy are identified, the Company will implement appropriate measures based on the severity of the incident. These may include formal warnings, corrective actions or disciplinary procedures in line with Company regulations. For suppliers and business partners, the Company will seek to resolve issues collaboratively.

However, in cases of serious violations, the Company may consider reviewing or terminating the partnership. These actions are intended to ensure that business operations align with principles of good governance and provide assurance to employees, service users and stakeholders.

9. Policy Review and Update

The Company is committed to keeping this Policy effective and up to date. The Policy will be reviewed and updated on a regular basis, at least annually, or when material factors arise that affect its implementation, such as changes in laws, safety standards or emerging trends in health and occupational health at the international level.

This review process helps ensure that the Company continues to manage occupational safety and health risks effectively, reflects current best practices, and responds appropriately to the needs of stakeholders.

This Policy is effective from May 2, 2025 onward.