

Safety, Occupational Health, and Work Environment Policy

I.C.C. International Public Company Limited

The Company recognises the importance of the health and safety of its employees, suppliers, contractors, visitors, and surrounding communities, so that all persons may enjoy a good quality of life and are able to perform their duties in a safe working environment. The Company has accordingly established a Safety, Occupational Health, and Work Environment Policy, guided by relevant laws, regulations, international standards, as well as good corporate governance principles and business ethics.

The Company is committed to cultivating a 'Safety Culture' at every level of the organisation by promoting awareness among employees of their own safety, that of their colleagues, and all relevant parties. The Company continuously develops its infrastructure, tools, equipment, operational processes, and safety technologies to prevent, mitigate, and reduce the likelihood of accidents, injuries, or work-related illnesses, as well as to minimise impacts on the environment and surrounding communities.

Scope

This policy covers all operations of the Company and its subsidiaries, including all offices and workplaces of every employee. The Company requires business partners, contractors, and all relevant parties to adhere to the same safety and occupational health guidelines.

Definitions

Safety refers to a working condition that is free from events or behaviours that may cause harm to the lives or property of employees and relevant parties.

Occupational Health refers to the physical, mental, and social well-being of employees, which is promoted and maintained to enable them to perform their duties effectively without adverse health impacts.

Work Environment refers to the conditions of the workplace — including tools, materials, air quality, ventilation systems, lighting, noise levels, and facilities related to operations — which may affect the safety and quality of life of employees.

Injury refers to loss or damage to a person's body arising from an accident or event related to work, whether directly or indirectly.

Hazard refers to a source or situation with the potential to cause injury, illness, damage to property, or adverse impacts on other relevant parties.

Occupational Illness refers to illness — whether physical or mental — caused by the performance of work or by being present within the workplace.

Guidelines

The Company places importance on the quality of life of its employees by striving to create a safe and hygienic working environment and to reduce risks that may arise from operational activities. The following guidelines have been established:

1. Strictly comply with all laws, standards, and requirements relating to safety and occupational health, and support guidelines issued by relevant government agencies and organisations.

2. Promote and instil a safety culture at every level of the organisation by encouraging employees to participate in identifying risks, sharing experiences, and collaboratively developing safety measures.

3. Conduct safety and occupational health risk assessments in the workplace, as well as in situations that may pose a risk to lives and property — including various business activities — and establish control and preventive measures against losses arising from accidents, illnesses, or impacts on internal and external parties.

4. All employees have a duty to observe and comply with occupational safety principles. Supervisors shall communicate accident prevention guidelines, monitor employees' health in accordance with the nature of their work, and serve as positive role models in matters of safety.

5. The Company shall provide continuous training, communication, and dissemination of information on safety and occupational health, to ensure that employees and relevant parties possess sufficient knowledge and skills.

6. The Company shall provide adequate and quality personal protective equipment and maintain safety infrastructure in a state of readiness for use at all times.

7. The Company shall develop and regularly conduct crisis and emergency response plans and drills — such as for fires, natural disasters, or events that may affect the safety of personnel.

8. The Company shall implement a system for regularly and transparently monitoring, evaluating, and reporting safety and occupational health data for employees and workers operating within the Company's premises, in accordance with international reporting standards. This includes the analysis of accident statistics, injury data, and identified risks, with disclosure to stakeholders. The Company shall also provide channels for employees and relevant parties to express opinions, suggestions, or to report unsafe conditions — with a view to driving the continuous improvement and development of safety measures.

9. Promote and encourage business partners, suppliers, and the Company's contractors and subcontractors to conduct their operations in accordance with this policy, maintaining quality, safety, occupational health, and work environment management practices that meet the required standards and comply with applicable laws.

Responsibilities

1. The Board of Directors is responsible for overseeing and monitoring performance against this policy.
2. Management at all levels is responsible for supporting and promoting compliance with safety and occupational health measures.
3. The department responsible for safety and occupational health in the workplace is responsible for establishing procedures relating to safety standards, assessing and managing safety and occupational health risks in the workplace, monitoring, auditing, and collecting and maintaining data on safety, occupational health, and work environment performance — including establishing risk reduction measures and continuously providing knowledge to employees and stakeholders.
4. All employees are required to strictly comply with all occupational health and safety regulations and measures, and must promptly report any incidents or working conditions that may pose a risk to life, health, or property to their direct supervisors or the responsible department, so that investigations, corrective actions, and preventive measures against recurrence may be undertaken without delay.

Penalties

The Safety, Occupational Health, and Work Environment Policy forms part of the operational discipline of directors, executives, and employees. Any director, executive, or employee who acts in violation of or fails to comply with this policy and guidelines — whether directly or indirectly — shall be subject to disciplinary action in accordance with the Company's work regulations.

Monitoring and Evaluation

The Company shall annually review and evaluate the performance of its safety, occupational health, and work environment operations by the relevant committee and responsible departments, to ensure that operations remain aligned with the policy and with evolving laws and international standards.

The Company is committed to the continuous development and improvement of its safety, occupational health, and work environment management systems, so that all persons may work safely and in good health, and together build a sustainable society.

This Safety, Occupational Health, and Work Environment Policy was approved at the Board of Directors' Meeting No.12/2025 on 11 March 2026 and shall be effective from 11 March 2026 onwards.

Anuchit Anuchitanukul

Anuchit Anuchitanukul, Ph.D.

Chairman of the Board and

Chairman of the Corporate Governance and Sustainable Development Committee