Marketing and Distribution Business Group is committed to prioritizing the management of safety, occupational health, and working environment as they are an important part of the operation of all activities to drive organizations under the Marketing and Distribution Business Group towards sustainability. The executives and employees at all levels shall implement the policy using the principles in the management and continually operate as follows:

1. Basic principles that we believe in leading to safety

1.1 Respect human rights with love and compassion for the valuable human resources of the organization. Taking care and providing a safe working environment. Create good quality of life for both employees and stakeholders.

1.2 We will be an accident-free organization and free from occupational illness by operating and maintaining safety, occupational health, and work environment management that is aligned with an internationally accepted standard and integrating cooperation in both internal and external operations, which will prevent or reduce accidents and occupational illness.

1.3 Adhering to all operational excellence activities by at the minimum operating in accordance with national laws and local laws, including the agreement, requirements of customers, or related entities.

1.4 Safety management, occupational health, and work environment are integrated into business activities at all job levels throughout the supply chain.

1.5 Report with transparency on safety management effectiveness, occupational health, and safety at the level of the Marketing and Distribution Business Group. This can be achieved through the participation of employees at all levels to continually improve and in accordance with international reporting standards.

2. Commitment to sustainability goals

Executives of Marketing and Distribution Business Group have set safety, occupational health, and work environment management objectives and goals in accordance with the Group's policies and sustainability guidelines. This is achieved by having a determination to operate a business that does not cause accidents and occupational illness, including supporting resources in management, building a safe working environment, tool allocation, and adequate and suitable protective equipment for operators. To continually
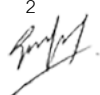
improve performance of the OHS management system and achieve the goals, indicators and goals are set to achieve safety, occupational health, and working environment metrics as follows:

Factors	Key Indicators	Unit	Goals for 2022 - 2030
Occupational Health and Safety	Number and rate of deaths due to work for employees and contractors.	(Unit: Case) (Unit: Case / 1 million working hours)	0 case
	Number and rate of lost-time injuries from employees and contractors (Lost Time Injury Rate: LTIFR)	(Unit: Case) (Unit: Case / 1 million working hours)	40% reduction in trend and 0 cases by 2030
Health and well-being	Percentage of employees participating in health and wellness programs.	%	100% Participation
Automotive safety management	The rate of accidents with the Company's vehicles	(Unit: Incident / 1 million km.)	Decreasing trend every year
	Percentage of company cars equipped with GPS and dash cams.	%	100%

3. Integration of strengths for effective management

The management of safety, occupational health, and work environment required cooperation as they are the duties and responsibilities of employees at all levels. In order for policies to be applied to all, implemented in a systematic manner, and finally achieve intended goals—the following guidelines have been established:

3.1 Executives in the Marketing and Distribution Business Group are the leaders responsible for driving the effective management and continuous follow- up of this policy, as well as expanding the implementation to business partners and those involved in business operations.

3.2 In business functions, there is a plan of action that mandate an identification and assessment of risk factors in the work area and operational activities and lead to the development of operational procedures, operations, follow- up, deficiencies improvement, and systemically report to the management responsible.

3.3 Systemically provide skills development and advice, raise awareness, and create a safety culture with employees at all levels, including business partners and stakeholders, as well as encourage participation and provide consultation for operators or operator representatives to appropriately

develop and review guidelines for the organization's safety, occupational health, and work environment management.

3.4 Integrate cooperation at the business group level to exchange lesson- learns together in both the management system, management techniques, academics, technology, and operational resources, including follow-up reports related to the implementation of this policy.

3.5 Executives and employees at all levels must report accidents at work from both employees and contractors, including regularly participating in safety activities.

This policy applies to the Marketing and Distribution Business Group and is announced to employees, the public, and stakeholders for acknowledgment. It is considered that it is the main responsibility of executives and employees of all levels to care for themselves and colleagues as the understanding and strict compliance with this policy is part of performance assessment. There must be a follow-up evaluation and verifying the practice for continuous improvement.

To comply with this announcement, Announcement No. GRD 714/2022 is cancelled.

This announcement is effective on 1 June B.E. 2022

(Korsak Chairasmisak)
Vice Chairman of the Board of Director
and Chairman of Executive Committee