

CENTRALRETAIL

Occupational Safety, Health and Work Environment Policy

Central Retail Corporation Public Company Limited

(6 November 2023)

Occupational Safety, Health and Work Environment Policy

Central Retail Corporation Public Company Limited (The Company) prioritizes the safety and health of the personnel. The Company has determined the Occupational Safety, Health, and Work Environment policy by considering the benefits of implementing measures that control, oversee, and manage appropriately to protect and promote the good health of our personnel, which is deemed a significant force of our organization.

1. Definition

- 1.1 "Subsidiaries" and "associated companies" means the subsidiaries and associated companies as defined in the notification of the Securities and Exchange Commission notification No. KorJor. 17/2551 subject: definition related to issuance and offering or the securities (including the amendment) of the business under the notification of the Capital Market Supervisory Board No. ThorJor. 39/2559 subject: application for approval and approval on the newly issued shares (including the amendment) existing now or hereafter.
- 1.2 "The Company" means Central Retail Corporation Public Company Limited.
- 1.3 "Company personnel" means directors, executives, full-time employees, temporary employees, and contracted employees of the Company, associated companies, or subsidiaries.
- 1.4 "Business Unit" means Business Unit of the Company, associated companies and/or subsidiaries existing now or hereafter.

2 Occupational Safety, Health and Work Environment Policy

- 2.1 Central Retail Corporation Public Company Limited considers that all the Company's personnel are valuable assets of the Company. Therefore, the occupational safety, health, and work environment of the human resource are significant policies.
- 2.2 The Company will proceed as follows:
 - 2.1.1 Promote a safe working environment covering all operations, employees, contractors, and individuals working within Company operations.
 - 2.1.2 Support by providing adequate tools, equipment, and safety devices for the working conditions.
 - 2.1.3 Promote and support to raise awareness of potential dangers during work or operation among the Company personnel.
 - 2.1.4 Advise and explain the reasons and ways to prevent accidents, injuries, occupational diseases, and illness by following the company's standards and procedures for occupational health, safety, and work environment in order to ensure safety at work.

- 2.1.5 Appoint the Occupational Safety, Health and Work Environment Policy Committee to prepare a plan and project related to safety and work plan management and development.
- 2.1.6 Every supervisor must supervise, oversee, respond to occupational safety, health, and work environment matters for their subordinates and the Company personnel to ensure strict occupational safety and health compliance with the rules, regulations, and articles of association.
- 2.1.7 Establish proper measures, regulations, requirements, or any guidance or handbook that promote the occupational safety, health, and work environment for the Company personnel to prevent any potential loss.
- 2.1.8 Disclose the measures, regulations, requirements, guidance practice, handbook, and policies related to occupational safety, health, and work environment for ease of access among the Company personnel.
- 2.1.9 The Occupational Safety, Health, and Work Environment Committee's duties are to supervise and oversee the compliance with the measure determined above to ensure the compliance with this policy, regulation, requirement, or practice related to the occupational safety, health, and work environment will be in precise alignment with the international standards, law, and regulations that is universally recognised.
- 2.1.10 Any violation of the measures, regulation, requirement, guidelines, or handbook relating to occupational safety, health, and work environment must be reported to the supervisor, Head of Human Resource Department, and Head of Loss Prevention and Safety Department for further proceed on work regulation immediately.
- 2.1.11 Committed to review and improve objectives, goals, and plans for occupational health, safety, and work environment continuously and efficiently.

3 Enforcement and Management

- 3.1 Raise awareness on the occupational safety, health, and work environment among suppliers, Company personnel, and Business Units by regularly publicizing the news and information, education, seminars, or training on the related topics to Company personnel.
- 3.2 Review hazard identification and safety risk assessments. Occupational health and working environment of each business unit at least once (1) a year and/or when an accident causes time off work.
- 3.3 Chief Executive Officer or president is tasked with oversight of occupational safety, health and work environment and may appoint person or The Occupational Safety, Health and Work Environment Committee, Head of Human Resource Department,

Head of Loss Prevention and Safety Department of each business unit to be in charge, to assess the outcome, to manage and supervise the compliance to the policy.

- 3.4 The Board of Directors is updated on occupational safety, health and work environment performances and management quarterly to monitor and oversee the policy implementation.

This Occupational Safety, Health, and Work Environment Policy comes into force from 6 November 2023 onwards.

-Signed-

(Mr. Yol Phokasub)

Chief Executive Officer

Central Retail Corporation Public Company Limited