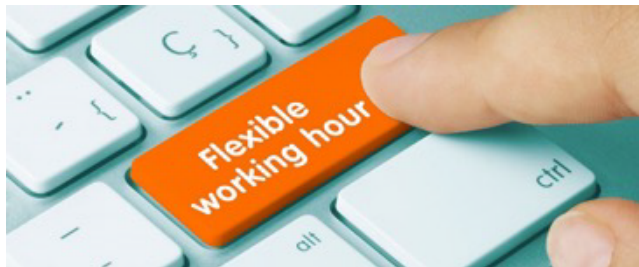


Health, Well-Being and Safety in Central Retail

The Company highlights the attention it pays to employees' health and wellbeing, safety in the workplace. In addition to complying with labor laws and human rights principles, the Company offers various health and well-being benefits, and has a good performance ensuring safety in the workplace.



Employee Health and Well-Being

The Company takes initiative to provide flexible working hours for our employees to enhance health and well-being with regards to work-life-balance, stress reduction, increase employee engagement. After discussion and approval from supervisors, employees can select their suitable working periods from various options so they can start and leave work earlier, or later than the regular working hours. Moreover, employees can adjust their working hours every quarter.



Another health and well-being benefits offered to employees are the scholarship program for children of the employees. The scholarship is meant to offer financial support for employees and also promote education for the children.

Safety in the Workplace

The Company realizes the importance occupational health and safety of the work environment for employees at all levels. The Company is committed to focus on the safety of both employees and contractors. The Company aims to reduce the occurrence of accidents from operations through the establishment of the Loss of Prevention (LP) of each business group. This is to set up a policy framework and supervise the management of occupational health, safety and the work environment in a comprehensive and equitable manner for employees.

From FY 2017 – 2020, there is zero case of work-related fatality for contractors, and one case of work-related fatality for employees in FY 2020. After the incident, the Company has taken measures to prevent the incident from occurring again by conducting regular safety inspection, and additional trainings for the employees. All LTIFR data below cover revenues from operations in Thailand business unit with only the LTIFR for employees from FY 2020* that cover revenues from operations in both Thailand and Vietnam business units.

Lost-Time Injuries Frequency Rate (LTIFR)

LTIFR	Unit	FY 2017	FY 2018	FY 2019	FY 2020
Employees	n/million hours worked	0.30	0.37	0.51	1.61*
Contractors	n/million hours worked	0	0	0	0.976