

## **Frasers Property (Thailand) Public Company Limited and Business Units**

### **Announcement no.01/2026**

### **Subject: The Occupational Safety, Health and the Working Environment Policy**

Frasers Property (Thailand) Public Company Limited and Business Units recognize that occupational safety, health and the working environment are vital for our employees, partners, suppliers, visitors, and the surrounding communities and society. These stakeholders are a crucial human resource that contributes to the achievement of the company's strategic business objectives.

#### **Applicability**

The occupational Safety, Health and the Working Environment policy applies group wide covering all of Frasers Property (Thailand), subsidiaries, and contractors under our supervision. Additionally, the company encourages all stakeholders, such as service providers, partners, contractors, and other relevant parties, to align their business missions with our policies. This will enable them to apply our policies within their own organizations to create mutual value and benefits.

#### **1. Compliance Obligations**

The company regularly reviews and monitors our performance quarterly to ensure that occupational safety, health and the working environment are compliant with relevant and applicable laws and regulations as well as international standards (e.g., ISO 45001).

#### **2. Commitments**

The company is committed to developing and improving measures and any operations to improve the efficiency and performance of occupational safety, health, and the working environment continuously, and to providing proper resources including budget, time, and personnel. Additionally, the company stipulates that all employees must collaborate to prevent hazards and maintain a safe workplace. We provide opportunities for all employees and/or representatives to participate, consult, and express their opinions through various channels to continuously improve our occupational safety, health, and the working environment management system.

#### **3. Goal Setting and Performance Measurement (Quantitative and Qualitative)**

The company is committed to setting quantitative and qualitative goals and objectives to reduce health and safety risks and impacts. This commitment supports the company's goal of becoming an organization with zero incidents and zero occupational illnesses, both now and in the future, while also improving operational efficiency and strengthening trust among employees and stakeholders. Furthermore, the company places high importance on occupational safety, health, and working environment management by conducting risk assessments across all operational processes to ensure effective hazard control and mitigation, supported by a comprehensive risk mitigation plan to prevent potential impacts.

**4. Governance Structure, Roles and Responsibilities for Occupational Safety, Health and the Working Environment**

The company is committed to fostering a safety culture where safety is everyone's responsibility. All supervisors must lead by example and encourage their subordinates, employees, suppliers, contractors, and visitors to strictly adhere to occupational safety, health, and working environment regulations. Additionally, we have established a Safety Committee to continuously improve safety performance and achieve our goal of a zero-incident workplace.

**5. Competence and Awareness**

The company is committed to educating employees and other stakeholders on occupational safety, health, and the working environment. Regular training programs are conducted to enhance employee understanding and awareness. We encourage all employees to actively participate in identifying hazards and suggesting solutions. Furthermore, we have established transparent communication channels to ensure that all voices are heard and valued in our collective effort to create a safe and healthy working environment.

**6. Stop Work Authority**

The Company respects the human rights of all employees, suppliers, and contractors through its continued recognition that everyone is entitled to a safe and healthy working environment. Therefore, employees at all levels, contractors and suppliers, are empowered to stop work immediately if they identify any unsafe conditions or activities that may pose a risk to themselves or others any decision to stop work will be fully supported, and no individual raising safety concern will face negative consequences

*The Governance Structure, Roles, and Responsibilities for Occupational Safety, Health, and the Working Environment are detailed in the attachment (Announcement No.2/2026).*

Effective from January 7, 2026, onwards.

Announced on January 7, 2026  
[English Translation]