



## Occupational Safety, Health, and Workplace Environment Policy

Triple i Logistics Public Company Limited (the “Company”) recognizes the importance of managing workplace safety, maintaining good hygiene, and providing a proper workplace environment. The Company is committed to becoming an accident-free organization by integrating safety and occupational health into every step of its operational process throughout the entire business chain, which is a fundamental approach to sustainable business development. Therefore, the Company has established a safety, occupational health, and workplace environment policy that complies with relevant standards or legal requirements to protect and safeguard the well-being of all stakeholders involved in the Company’s operations. The policy aims to reduce risks from operations that could lead to accidents, incidents, injuries, illnesses, losses, and damage to life, property, the public, and society. The key elements are as follows:

### Scope

This policy covers all operations and activities held at premises the management of Triple i Logistics Public Company Limited, including all persons involved in the Company’s operational processes, such as executives, employees, partners, and visitors. The Company encourages its subsidiaries and affiliated companies to adopt this policy and adapt it appropriately to the context of each company.

### Guidelines

1. Conduct business with a primary focus on safety, occupational health, and a proper workplace environment, and use safety and occupational health management as the foundation for the operations of both executives and employees at all levels.
2. Operate in compliance with the relevant national laws and rules, international regulations and standards, and requirements related to the environment, occupational health, safety, and security, as well as customer requirements related to the Company’s business.
3. Operate under the safety standards established by the Company to eliminate accidents and losses, ensuring the maximum level of safety.
4. Promote the management of safety and occupational health in all operations and processes within the Company, which are fundamental factors in line with the principles and guidelines of safety and occupational health, by managing and controlling risks to the lowest practically achievable level.



5. Determine the objectives, and set the target for operations, conduct inspections and evaluations to ensure continuous improvement, monitor, control, and analyze root causes in order to reduce work-related illnesses under the Company's operations.

6. Support the continuous improvement and development of safety, occupational health, and proper workplace environment management, including providing facilities, tools, equipment, and information technology systems to enhance the capability of safety and occupational health management to achieve the set targets.

7. Support employee health promotion as part of effective safety and occupational health management.

8. Establish emergency and crisis response plans to minimize potential impacts.

9. Promote the participation of employees and relevant stakeholders in implementing safety and occupational health management systems, and support projects aimed at fostering safety behaviors among employees and stakeholders. Supervisors at all levels are responsible for the outcomes of these actions.

10. Train and develop employees' knowledge, skills, and expertise regularly in order to maintain high standards of safe and efficient operations.

11. Encourage employees to recognize their duty and right to stop work in unsafe or under deviated safety guidelines conditions. Everyone is responsible for the safety and occupational health of themselves and their colleagues.

12. Communicate openly and transparently in accordance with corporate governance principles, and share best practices for high efficiency in operations both within the organization and with external parties.

13. Participate in social activities by providing knowledge to various organizations, including government agencies, private sectors, educational institutions, the public, and stakeholders, to raise awareness about safety management, security, and occupational health in the logistics industry.

This policy shall be effective from August 6, 2024 as per approval of the Board of Directors at Meeting No. 4/2024.

Mr. Krirkkrai Jirapaet  
Chairman of the Board