

OCCUPATIONAL SAFETY, HEALTH AND WORK ENVIRONMENT POLICY

MR. D.I.Y. HOLDING (THAILAND) PUBLIC COMPANY LIMITED AND ITS SUBSIDIARIES

7 August 2026

Version: 1

Approved by the Board of Directors' Meeting: 7 August 2026

OCCUPATIONAL SAFETY, HEALTH AND WORK ENVIRONMENT POLICY

MR. D.I.Y. Holding (Thailand) Public Company Limited (the “**Company**”), together with its subsidiaries (the “**Group**”), recognizes the importance of occupational safety, health, and the work environment, which affect the life and health of all employees, as well as work efficiency. To promote good health and safe working conditions for employees, the Group considers it appropriate for occupational safety, health, and work environment management to be carried out alongside employees’ regular duties. The Group has therefore established this Policy as follows:

1. The Group shall promote the development of its occupational safety, health, and work environment management system in compliance with applicable laws, international standards, and other requirements adopted by the Group, in order to continuously and sustainably foster a safety culture among employees, contractors, and visitors or persons performing work within the Group.
2. The Group shall regard occupational safety, health, and the work environment as the duty and responsibility of all employees. All employees shall cooperate in complying with the safety management system to protect their own safety, that of their colleagues and others, as well as the Group’s property, throughout the course of work.
3. The Group shall promote and support the development and improvement of the work environment and safe work practices, as well as the use of appropriate protective equipment, and shall not permit the use of non-standard equipment or work practices that do not comply with safety standards, in order to ensure that employees work safely and remain in good health.
4. The Group recognizes the importance of measures to prevent and monitor work-related accidents, including the assessment of safety, occupational health, work environment, and environmental risks, as well as other environmental impacts that may arise in the future. The Group shall make every possible effort to ensure that risk prevention and corrective systems are effectively implemented for the benefit of employees and other persons.
5. The Group shall promote employee development by enhancing knowledge, fostering safety consciousness, and raising awareness of the importance of occupational safety, health, and the work environment among employees at all levels.
6. The Group shall establish a Safety Committee comprising management, employer representatives, and employee representatives. The Committee shall meet monthly to oversee, plan, and determine relevant implementation approaches, and to jointly analyze issues and identify ways to further improve workplace safety. The meeting results shall be recorded and used to continuously improve the safety management system.
7. The Group shall monitor and assess performance under this Occupational Safety, Health and Work Environment Policy, including the relevant annual plans and action plans, in order to ensure diligent and effective implementation. The Group is also committed to the continuous improvement of occupational safety, health, and work environment performance, and to regular monitoring against the established quantitative targets in order to reduce potential impacts.
8. Supervisors at all levels shall act as good role models, provide leadership, train, coach, and motivate employees to perform their work safely for themselves, their colleagues, customers, stakeholders, and the Group’s property.
9. All employees shall cooperate in the Group’s occupational safety and health programs and shall have the right to provide suggestions for improving workplace conditions and safer work practices.

10. The Group shall disclose occupational health and safety targets, quantitative indicators, and relevant performance data through Form 56-1 One Report (annual report) and the company's website.

REVIEW OF POLICY

This Policy shall be reviewed at least once a year. If there is any proposed modification required to be made to this Policy, it shall escalate to the Board for consideration.

This Policy shall be effective from 7 August 2026 by approval of the Board of Directors' Meeting No. 3/2026.

(Mr. Ong Chu Jin Adrian)

Chairman of the Board of Directors

MR. D.I.Y. Holding (Thailand) Public Company Limited