

Occupational Health & Safety Policy



VGI Public Company Limited

Effective 1 February 2021

Reviewed on 20 March 2026

(English translation)

Occupational Health & Safety (OHS) Policy

VGI Public Company Limited

VGI Public Company (the “Company” or “VGI”) commits to operate business with safety, good health and environmental workplace responsibility for employees, contractors and all related stakeholders that are part of the Company’s value chain. With the target of zero major injuries in workplace, VGI established a guideline that covers employees, contractors, and any individual under the Company’s supervision to follow as part of the Occupational Health & Safety Policy. The Policy commitment aligns with ISO 45001 international standard, in compliance with national laws and regulations and is based on a collective agreement. The Policy is overseen by and endorsed by the Board of Directors and are implemented by the Safety Committee to ensure that Policy commitments, target and measures to continually improve occupational health & safety management system and performances. The Safety Committee shall report OHS performance and process to the Board of Directors on a bi-annual basis.

The commitments on occupational health & safety are as follows:

1. VGI complies to all the occupational health & safety regulation in the country that VGI operates in.
2. The commitment applies to all employees, contractors and suppliers as well as relevant stakeholders, including communities and societies in accordance with the national laws and regulations and in alignment with ISO 45001 international standard.
3. VGI proactively conducts the OHS risk assessment, mitigation plan as well as continuously create any adjustment in the operational process, therefore leading to the
 - a. Establishment of appropriate action plans to achieve zero major injuries.
4. VGI brings about health and well-being initiatives in the workplace in the aims of preventing any work related injuries and ill-health according to the company’s commitment. Part of the initiatives and culture at VGI are identified and not limited to:
 - a. Provide support on well-being, equipment, safety training and knowledge sharing materials as appropriate to all employees, contractors and stakeholders adopting best practices as part of the actual implementation.
5. The occupational health & safety at the workplace are considered as a group effort and under the supervision of all employees. Thus, all employees are eligible to raise any danger in the workplace and present mitigation plan in order to foster a continuous improvement of safety and well-being in the workplace. A collective agreement or consultation process between worker’s representatives and management will be undertaken as appropriate to ensure continuous improvements in the OHS management system in the workplace of the Company.

This Policy was effective on 1 February 2021

(Mr. Keeree Kanjanapas)

The Chairman of the Board of Directors