



Occupational Health and Safety Policy
S Hotels and Resorts Public Company Limited



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1. Introduction

S Hotels and Resorts Public Company Limited has placed importance on promoting and supporting safety, occupational health, and a good working environment for employees, workers, contractors, and subcontractors to establish a standardized and safe working standard in compliance with the law and to create sustainability for the business and all stakeholders. Therefore, it is appropriate to systematically implement safety, occupational health, and working environment measures alongside the operations of employees, workers, contractors, and subcontractors, including inspections, risk assessments, and fostering a culture of safety, occupational health, and a good working environment. The key details are as follows:

2. Objectives

Objectives of the Safety, Occupational Health and Working Environment are as follows:

- 2.1 To serve as a guideline for business operations and project development with a focus on safety, occupational health, and a positive working environment, while considering environmental impacts on surrounding communities.
- 2.2 To drive the implementation of safety, occupational health, and working environment standards in accordance with internationally recognized safety norms, compliant with applicable laws in all regions and projects, and aligned with the company's business operations.
- 2.3 To foster awareness, enhance capabilities, and promote active participation among all operational personnel across every business unit ensuring safe practices, good occupational health, and maintaining workplace environmental impacts within acceptable standards.

3. Scope of the Policy

This policy applies to all executives, employees, workers, contractors, and subcontractors. Subsidiaries that do not have their own occupational health and safety policies must comply with this policy. However, subsidiaries may adapt this policy as deemed appropriate to their specific work environments, organizational contexts, business operations, and local occupational health, safety, and working environment laws in each country, including those in Thailand.

4. Definitions

Any clauses or terms used in this Policy shall have the following definitions except where unless the context otherwise requires or expressly states

Terms	Definitions
Policy	Safety, Occupational Health and Working Environment of the S Hotels and Resorts Pcl.
Company	S Hotels and Resorts Pcl and its subsidiaries
Subsidiaries	A limited company or a public limited company that is under the control of the company, with characteristics as specified in the announcement of the Securities and Exchange Commission (SEC).
Employee	Permanent employees, temporary employees and special temporary employees
Operational Personnel	Permanent employees, temporary employees and special temporary employees approved to perform duties in the Company and subsidiaries' premises, which include academics, interns, contractor and subcontractor workers, consultants, and any other individuals authorized to perform work within the company's premises.
Stakeholders	Individuals, groups, or organizations that are affected by and/or have an impact on the company's business operations.
Safety, Occupational Health and Working Environment Examiner	Employees assigned by the Company, or Safety, Occupational Health, and Environmental (SHE) experts/organizations hired by the company to inspect work areas and conduct risk assessments.
Safety, Occupational Health and Working Environment Committee	Safety, Occupational Health and Working Environment Committee, officially appointed by the Company, consists of members representing management (appointed) and employees (elected), with a certified Occupational Health and Safety Professional (OHSP) serving as secretary. The Committee's responsibilities are as prescribed by law.

5. Roles

The Company specified governance structure to stay consistent with the Policy as follows:

Department / Staffs	Roles and Responsibilities
Board of Director	Oversee, review, and approve the policy to ensure compliance with legal requirements and international standards.
Executive Committee	<ul style="list-style-type: none"> ● Review, evaluate, and endorse the policy to provide guidance and oversee the company's operations in compliance with this policy. ● Receive updates on matters related to the oversight of the Safety, Occupational Health and Environment operations,

Department / Staffs	Roles and Responsibilities
	including impacts on communities and the environment, as reviewed and presented by the Safety, Occupational Health and Working Environment Committee.
Safety, Occupational Health and Working Environment Committee	<ul style="list-style-type: none"> ● Review and evaluate the policy, along with assessing the company's annual occupational safety performance. ● Conduct inspections of work methods and conditions to ensure safety, while reviewing and revising work regulations or standards to maintain best practices, including incorporate these into the Work Safety Manual. ● Establish a reporting system for unsafe working conditions, mandating all employees at every level to collectively comply with this responsibility. ● Report and propose measures or improvement guidelines to enhance workplace safety compliance with occupational safety laws and appropriate work safety standards. ● Jointly participate in reviewing or recommending improvements to occupational safety training programs, including training plans regarding safety roles and responsibilities for executives, employees, personnel at all levels, as well as relevant stakeholders such as construction contractors. ● Jointly collaborate in developing projects and activities to promote and enhance safety across all divisions of the Company. ● Conduct monthly inspections of workplace injury statistics within the Company, monitor progress on corrective actions, prepare annual performance reports, and identify challenges with recommendations to the Company's Board of Directors.
Employee	All personnel shall study and comply with this policy, including all occupational health, safety, and environmental (OHSE) work standards specified in every operational manual issued by the company. Furthermore, supervisors are responsible for providing guidance and oversight to ensure employees under their supervision strictly adhere to the Company's established safety standards.

6. Details of the Policy

To achieve our business objectives while ensuring safety, good hygiene practices, and environmental stewardship - including controlling potential impacts on the environment and surrounding communities - the Company has established the following policy:

- 1) The Company strictly adheres to all applicable Safety, Occupational Health and Working Environment laws and regulations, including lawful labor practices, while aligning with international standards and other relevant requirements.
- 2) The Company is committed to integrating Safety, Occupational Health and Working Environment management into all business operations to cultivate a robust safety culture for employees, workers, contractors, and stakeholders. This is achieved through comprehensive risk education, control, and minimization across all activities within the Company's operational areas and scope of responsibility.
- 3) Safety, Occupational health and working environment protection constitute the primary responsibility of every employee and worker provided that all supervisory personnel must lead by example through active coaching, training, and motivation to ensure all operations are conducted with vigilance, safety awareness, and consideration for personal and coworker safety, Company's assets and impact to the environment, community and reputation of the Company.
- 4) All employees, workers, and stakeholder groups may submit suggestions, methods, or improvement measures to enhance workplace safety, hygiene, and good working environment conditions through Safety, Occupational Health and Working Condition Committee, supervisor or employer's representative to foster engagement amongst stakeholders.
- 5) The Company requires all workers, business partners, contractors, subcontractors, and affiliated entities conducting business with the Company to strictly comply with this policy. Furthermore, the Company actively promote safety, occupational health and working environment awareness activities to foster a strong safety culture among all personnel and business partners, ensuring strict compliance with this Policy.
- 6) The Company reserves the right to dispatch safety inspectors to examine work areas, ensuring employees, workers, contractors, and subcontractors comply with established safety guidelines and manuals. Should work-related illnesses or occupational health hazards be identified, the Company and relevant authorities will conduct root cause analyses, implement systematic corrective actions to prevent recurrence, and report qualifying cases to government agencies as legally required.

7. Policy Review and Supervision

The Company shall review and/or revise this policy at least annually, or when significant changes occur.

8. Violation

Non-compliance with the Safety, Occupational Health and Working Environment Policy will result in disciplinary actions according to the Company's regulations which is applicable to all employees, and contractors as well as workers, while impose penalties as specified in their agreements.

Announced on 26 February 2026

(Mr. Chayanin Debhakam, D.B.A.)

Chairman of the Board of Directors

S Hotels and Resorts Public Company Limited