

**Occupational Safety, Health, and  
Work Environment Management Policy**

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**Leo Global Logistics Public Company Limited**

## Occupational Safety, Health, and Work Environment Management Policy

Leo Global Logistics Public Company Limited (“the Company”) is committed to conducting business responsibly, taking care of and ensuring the occupational safety, health, and working environment (OSHE) of the employees, customers, business partners, suppliers, and all relevant stakeholders. The Company focuses on preventing accidents, reducing work-related risks, and promoting the health and well-being of employees at all levels, along with the comprehensive development of logistics business to achieve stable, sustainable, and secure growth. Therefore, the Company has established this Policy, in accordance with the International Labour Organization (ILO) standards, which considered to be a shared responsibility of all management and employees to cooperate, comply with, and support the continuous management of occupational safety, health, and working environment, as follows:

### **1. Scope**

This Policy is applicable to all directors, executives, employees, and staff of the Company and subsidiaries, as well as business partners, suppliers, and related parties operating in the areas under the Company's control (to the extent applicable). This Policy has been approved by the Board of Directors and is effective from the date the Board of Directors passed the resolution to approve.

### **2. Duties and Responsibilities**

- 2.1 The Board of Directors** has the duties to review and approve the Occupational Safety, Health, and Work Environment Management Policy, including govern and oversee significant safety risks. The Board shall also oversee the performance results at least once a year to ensure that the Company occupational safety, health, and working environment management are in accordance with the law, the set policy, and the relevant OSHE standards.
- 2.2 Senior Management** has the duties to review the Policy, plans, measures, and to provide support resources. The Management shall enforce OSHE measures, monitor performances and consider risk preventive and improvement measures to ensure that operations comply with applicable laws and are in line with the Company's Policy.
- 2.3 The Human Resources and Administration Department** has the duties to govern, monitor, and promote the Company's occupational safety, health, and working environment measures. as follows:
- Arrange and review the Policy, plans, measures, and guidelines related to occupational safety, health, and working environment.
  - Implement the occupational safety and health action plans, monitor, inspect, and assess the implementation of the Policy/plans to ensure compliance with relevant laws and regulations, as well as proposing improvement measure, and reporting results to the Senior Management.

- Promote communication, participation, knowledge, and training sessions. The Department shall implement safety initiatives to enhance safety awareness and culture. In addition, the Department shall also arrange orientation sessions for new employees and refresher courses, as appropriate.
- Analyze and provide recommendations based on accident reports, unsafe incidents, and cause & origin investigations to minimize risks, as well as specifying measures to prevent recurrence.

### **3 Practice Guidelines**

- 3.1 Strictly comply with all applicable occupational safety, health, and work environment laws and regulations, and development of management system at every stage of business operations.
- 3.2 Conduct regular occupational safety, health, and working environment risk assessment, including audit and review, covering all operational stages to prevent accidents and minimize negative impact on the health of employees, customers, business partners, suppliers, and relevant stakeholders. In addition, the guidelines shall also cover risk assessments for new operations/new business activities/new projects (as appropriate to the business) to ensure adequate risk controls throughout the process.
- 3.3 Set up a system for assessing and reporting incidents, investigating and analyzing the cause of the accidents and unsafe events, as well as implementing corrective/preventive measures, monitoring results for continuous improvement, and developing measures to prevent recurrence.
- 3.4 Consistently provide occupational safety, health, and working environment training and education/knowledge to employees at all levels, enhancing awareness, strengthening an accident prevention culture, safe driving, the use of personal protective equipment (PPE), and compliance with laws, regulations, and international standards.
- 3.5 **Business Partner & Contractor/Supplier Health & Safety:**  
The Company shall encourage business partners and suppliers of those working on the Company's premises to follow safety guidelines based on the risks of work, such as:
  - Safety orientation/information and practice guidelines before starting work
  - Job-specific risk assessment (Job Safety Analysis: JSA) and provision of appropriate risk control measures
  - Safety monitoring and follow-up on corrective/preventive actions
  - Reporting accidents/unsafe incidents of business partners and suppliers, using the same standard as the Company's, to ensure their operations are under adequate risk control
  - Supporting projects that promote OSHE performance in collaboration with the government authorities, private sector, business partners, and suppliers, among other guidelines
- 3.6 The Company shall clearly and transparently communicate the Policy and practice guidelines to employees, customers, business partners, suppliers, and relevant stakeholders. The Company shall consider disclosing OSHE performance results as appropriate, taking into consideration the accuracy, completeness, and personal data protection.

Occupational Safety, Health, and Work Environment Policy is effective as of 15 May 2026 and shall be subject to review at least once per year, with any revisions submitted to the Board of Directors for approval.

*-Signature-*

(Mr. Sanee Dangwang)

Chairman of the Board of Directors

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