



SHE/HQ1-001/2567

Safety, Occupational Health and Working Environment Policy

KCG Corporation Public Company Limited

KCG Corporation Public Company Limited ("the Company") is committed to sustainable development and responsible business practices. In line with the Company's strategic objectives, sustainability is promoted across environmental, social, and governance (ESG) dimensions. Security, Occupational Health and Safety, Workplace Conditions, and the Environment (SHE & SE) are fundamental components that support the Company's operations and long-term growth.

As a food manufacturer, service provider, and distributor of quality food products in both domestic and international markets, the Company recognizes the importance of SHE & SE. Therefore, these guidelines are established to ensure that executives and employees at all levels understand, implement, and remain aware of their responsibilities in these areas. The guidelines are as follows:

1. The Company is committed to complying with all applicable laws, international standards, and binding obligations related to security, occupational health and safety, workplace conditions, and the environment (SHE & SE).
2. The Company is dedicated to identifying and mitigating risks and hazards associated with operations, including accidents, fires, chemical or electrical hazards, work-related illnesses, and injuries. These may result in loss of life, damage to property, disruption to production and logistics, or impact the surrounding communities. Appropriate timelines and preventive measures shall be implemented to ensure business continuity and protect all stakeholders from SHE & SE-related threats.
3. The Company defines environmental goals and action plans, including regular reviews and monitoring. Efforts focus on pollution prevention at the source, efficient use of resources, and fostering environmental responsibility among employees and suppliers across all levels.
4. The Company communicates SHE & SE performance and policies to both internal and external stakeholders in a transparent and timely manner.
5. All levels of management are required to lead by example and allocate appropriate time and budgetary resources to support employee training and awareness in relation to SHE & SE practices.
6. All employees must be informed, trained, and comply strictly with the Company's SHE & SE procedures.
7. These guidelines shall be enforced not only at the Company level but also across all subsidiaries.



Disciplinary Action:

Failure to comply with these SHE & SE guidelines shall be considered a disciplinary violation and subject to appropriate action in accordance with company policy.

Issued on Tuesday, January 16, 2024

Signed -*Damrongchai Vipawatanakul*-

Damrongchai Vipawatanakul

Chief Executive Officer and Managing Director