



Occupational Health and Safety Policy

Asia Sermkij Leasing Public Company Limited (“the Company”) and its subsidiaries (“the Group”) recognize the fundamental importance of our personnel and prioritize the health and well-being of every employee. To this end, the Company has established this Workplace Health and Safety Policy and Guidelines, set forth as follows:

1. Comply with standards to ensure health, safety, and a secure working environment for all employees.
2. Continually support the improvement of working conditions and environment to enhance safety.
3. Prioritize personal safety, the safety of colleagues, and the protection of company assets at all times while performing duties.
4. Maintain cleanliness, neatness, and orderliness in respective work areas.
5. Exercise the right to submit suggestions and ideas to improve working conditions, workplace safety, and the company environment.
6. Support and encourage active employee participation in safety initiatives to foster awareness, including safety and hygiene training, motivational programs, and internal public relations.
7. Require supervisors at all levels to lead by example and motivate employees to operate safely.
8. Monitor and regularly evaluate compliance with this policy, designating the Human Resources Department as the party responsible for performance evaluation.