APPLIED DB PUBLIC COMPANY LIMITED

OCCUPATIONAL HEALTH & SAFETY POLICY

(ISO45001:2018-Occupational Health and Safety Management System)

With the concerned about health and safety of employees, ADB has set up a framework health, safety security and environment, which are implemented along with duties and responsibilities of our employee, this has been translated in a policy as follows,

1. The Company has set work safety is the first priority and responsibility of everyone's operation, All employees must consider their own safety, colleague as well as the company's asset, that is important throughout the working time.
2. The Company strictly comply with laws, regulations and standards governing health, safety, security and environment as well as safety policies and requirement of our stakeholder.
3. The Company supports human resources work and budge for management in safety, occupational health and work environment, to achieve the goal of zero accidents of employees and related parties both in ADB area and/ or while staff have a business travelling.
4. The Company requires supervisors at all levels to be a role model by leading, training, teaching and incentivize influencing as well as by raising awareness of employees to work safety.
5. The Company support and strive to continue improving safe workplace environment and operating procedures by implementing the 5S principle (organize, orderliness, cleanliness, standardize, discipline) along with Safety shop floor management continuously, as well as the use of appropriate personal protective equipment to prevent fire accident, occupational accident, job sickness, occupational diseases and dangerous contagious disease.
6. The company support and encourages employees, contractors and third parties participating in occupational health and safety activities to raise the employee's consciousness, such as training, influencing, PR, safety culture, coopetition and safety suggestion
7. The Company conducts, the policies compliance assessment at least once a year.

Additionally, the management department of the company will actively promote and support various tasks in accordance with the policy and objectives to achieve the desired results seriously, conveying the policy to employees for implementation.

CONTROLLED DOCUMENT

OCCUPATIONAL HEALTH AND SAFETY OBJECTIVE

1. Compliance with all relevant legal, contractual, and regulatory obligations.
   - 1.1. Compliance rate with safety and occupational health laws = 100%
   - 1.2. Number of safety and occupational health complaints both internally and externally = 0 times
2. Aim to eliminate Class 1 personal damage and systematically reduce class 2 and Class 3 personal damage at worksites.
   - 2.1. Number of work-related accidents resulting in work stoppage = 0 cases
   - 2.2. Control of Injury Frequency Rate (IFR) ≤ 1.0
   - 2.3. Control of Lost Time Injury Frequency Rate (LTIFR) ≤ 0.95
   - 2.4. Number of work-related illnesses = 0cases
3. Continuously improve the Health and Safety management system.
   - 3.1 Percentage of identified/corrected safety deficiencies from monthly safety inspections $\geq 50\%$
   - 3.2 Increase in the number of employees with hearing problems in high-risk areas ≤ 0

     (Note: Data on employees with hearing problems comes from annual health check results.)

CONTROLLED DOCUMENT

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(Mr. Wang Wanapaison)

Chief Executive Officer