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Subject: Occupational Health, Safety, and Environmental Policy

Occupational health, safety, and the working environment are essential components of business operations. The Company is committed to conducting its business in compliance with applicable laws and regulations related to occupational health, safety, and the environment. In alignment with the organization's core values, the Company has established the following policy:

1. Workplace safety is the responsibility of every employee, who must always prioritize their own safety, as well as the safety of colleagues and the Company's assets during all work operations.
2. Supervisors at all levels are accountable for ensuring the safety of their subordinates.
3. Supervisors must provide guidance and lead by example in adhering to safety rules and practices for their subordinates.
4. All employees are considered key participants in accident prevention and environmental protection. The Company welcomes suggestions and feedback from employees, which will be considered and used to improve and correct deficiencies as appropriate, in order to enhance workplace safety.
5. The Company promotes and supports various safety activities aimed at raising safety awareness among employees, such as training, motivation programs, and safety communications.
6. The Company allocates necessary resources to support the implementation of occupational health, safety, and environmental initiatives, with a commitment to continuous improvement.
7. The Company continually enhances the work environment, workplace facilities, and cleanliness within and around the Company's premises to prevent accidents and occupational illnesses, thereby improving the quality of work life and employees' well-being.

This policy shall take effect from June 13, 2022, onwards.

Mr. Sophon Intanate
President
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