



## Safety, Occupational Health, and Environment Policy (Revision 1)

### Bangkok Dusit Medical Services Public Company Limited

Bangkok Dusit Medical Services Public Company Limited ("Company" or "BDMS") provides healthcare services in the form of a hospital business and a business related to medical support both in Thailand and abroad. BDMS is committed to the health and safety of its employees, contractors, and stakeholders. To provide effective implementation and efficient Safety, Occupational health, and Environment management, which are essential factors for sustainable development. As well as promoting good health and fostering a good working environment to achieve Zero Fatality and Zero Lost Time Injury.

This policy encompasses the operations of the "Company" or "BDMS" group, including those in the medical business, medical support services, and activities both in Thailand and abroad, along with relevant stakeholders. It establishes guidelines to enhance standards of safety, occupational health, and environmental management as follows:

1. Conduct business strictly based on laws, policy requirements, international standards, and other regulations pertinent to safety, occupational health, and the environment.
2. Set measurable objectives, indicators, and targets to enhance the management of occupational health and safety, with a key goal of achieving "Zero Fatality and Zero Lost Time Injury"
3. Regularly monitor, evaluate, and report on operational performance to facilitate continuous improvement and development of processes for greater efficiency.
4. Identify, assess, and manage risks related to safety, occupational health, and the environment, establishing appropriate control measures to eliminate or mitigate risks sufficiently, enabling employees and partners to operate safely.
5. Promote knowledge, provide training, offer consultation, and support participation in safety, occupational health, and environmental matters for employees, partners, and stakeholders at all levels, allocating sufficient and appropriate resources.
6. Disclose safety, occupational health, and environment performance in the annual sustainability report or other relevant disclosure channels for stakeholders on a regular basis.
7. Support the holistic well-being of employees through wellness initiatives, such as "Let's Get Healthy," aimed at enhancing both physical and mental health for employees.

To ensure that this Safety, Occupational Health, and Environment Policy is instilled into the organization's culture, it is the duty and responsibility of all managements and employees at all levels to be role models and put into concrete actions. In addition, all companies shall communicate and apply this policy to suit their business to ensure consistency.

With an effective date of 16<sup>th</sup> June 2025

Digitally signed

by Mr.Sripop Sarasas - Chief Administrative Officer

Date: 2025.06.16