



Central Plaza Hotel Public Company Limited

Occupational Health, Safety, and Work Environment Policy
(2026 Edition)

Approved by Board of Directors Meeting No. 7/2025

On 14 November 2025

Prepared by the Sustainability Development Department

PUBLIC

Occupational Health, Safety, and Work Environment Policy (2026 Edition)

Central Plaza Hotel Public Company Limited

Central Plaza Public Company Limited places the highest priority on the safety and well-being of its employees, business partners, and customers. The Company is committed to preventing and controlling risk factors and reducing incidents that may negatively impact employees and stakeholders. To ensure effective control measures, supervision, and management of occupational health, safety, and the working environment and to promote employee well-being, the Company has established an Occupational Health, Safety, and Work Environment Policy. This policy serves as a framework guiding our operations toward the aim of achieving zero fatalities and reducing injuries, and work-related illnesses.

1. Objectives

1. To establish an effective operational framework for managing occupational health, safety, and the working environment in compliance with applicable laws, regulations, and relevant international standards.
2. To ensure that employees and relevant stakeholders are protected from safety-related risks, with a commitment to achieving and maintaining zero fatalities while reducing work-related injuries and illnesses.
3. To promote health and safety awareness, encourage safe working behaviors, and foster the development of a safe working environment across the organization.

2. Scope

This policy applies to the Company's hotel and food business units, as well as suppliers and business partners who have business relationships with the company.

3. Definition

"Company" refers to Central Plaza Hotel Public Company Limited and its subsidiaries.

"Employee" refers to employees of the Company, including executives, contract workers, and consultants.

"Business partners" refers to partners from the tourism industry, government agencies, suppliers of goods and services to the company, designers, consultants, contractors, and subcontractors.

"Policy" refers to Occupational Health, Safety, and Work Environment Policy (2026 Edition)

"Occupational health, safety, and work environment" refers to the state of being free from any circumstances that may pose a threat to life, body, mind, or health at the workplace. This includes all actions and conditions related to work as defined in the Occupational Health, Safety, and Environment Act of 2001.

4. Occupational Health, Safety, and Work Environment Policy

- 1) The company must comply with laws, regulations, and standards related to occupational health, safety, and work environment in conducting its business operations. This includes the Company's Human Rights Policy, the International Labour Organization (ILO) labor practices, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the Healthy Workplace Principles of the World Health Organization.
- 2) Ensure that the workplace maintains comprehensive and effective rules, regulations, manuals, and action plans for occupational health, safety, and the working environment, with all relevant information clearly communicated and readily accessible.
- 3) Provide adequate and appropriate safety maintenance and hazard warning systems within office and business premises.
- 4) Prevent and control risks that may result in losses from accidents, injuries, illnesses due to work, loss or damage of property, improper work practices, and other errors that may occur.
- 5) Ensure preparedness for various crises through a Business Continuity Plan (BCP) to prevent business disruptions and mitigate potential impacts that may harm the Company's reputation and image, with regular and continuous implementation.
- 6) Promote safe working practices among employees by raising awareness of potential workplace hazards, providing guidance on causes and preventive measures to ensure maximum safety, and supplying appropriate and adequate safety tools and protective equipment for the work environment.
- 7) Ensure that all supervisors take responsibility for overseeing and managing the Occupational Health, safety, and work environment of their subordinates and company employees, in accordance with the Company's rules and regulations, and apply them consistently.
- 8) Establish an Occupational Health, Safety, and Work Environment Committee to plan, implement, and oversee programs related to employee health, safety, and well-being, while driving continuous improvement and setting measurable indicators to track progress.
- 9) The Occupational Health, Safety, and Work Environment Committee is responsible for supervising and ensuring compliance with the measures set forth above to ensure that operations comply with this policy, regulations, requirements, or any practices related to occupational health, safety, and work environment in accordance with standards or as prescribed by law.

10) In case of violation of measures, regulations, requirements, or manuals related to occupational health, safety, and the working environment, report to a supervisor and take immediate action in accordance with the Company's work regulations.

11) Strictly comply with occupational health, safety, and work environment regulations to minimize risks and maintain zero accident-related fatalities.

12) Incorporate occupational health and safety criteria into the Company's decision-making processes and procurement activities.

5. Guidelines

To comply with this policy, the Company has established operational guidelines for occupational health, safety, and work environment. These guidelines serve as a framework for all executives and employees to acknowledge, understand, and implement accordingly.

1) Foster a culture of responsibility for occupational health, safety, and work environment by regularly sharing information, providing knowledge, and training to employees, business partners, and customers.

2) Support employees' physical and mental well-being through programs designed to enhance overall health and wellness.

3) Conduct at least one (1) annual review and assessment of risks related to occupational health, safety, and the work environment to support continuous improvement of operations.

4) In order to achieve the objectives of this policy, the Chief Executive Officer has the authority to appoint an individual or an Occupational Health, Safety, and Work Environment Committee to be responsible for evaluating, supervising, and ensuring compliance with this policy.

5) Report occupational health, safety, and work environment performance to management or the Committee on a quarterly basis, ensuring transparent and verifiable disclosure to stakeholders, and providing opportunities for feedback to support continuous improvement and development.

6. Reporting Channels

All internal and external stakeholders may report concerns or suspected violations through the following channels:

- Website: <https://investor.centarahotelsresorts.com/en/sustainability/whistleblowing>
- Email: whistleblower_centel@chr.co.th
- Postal Mail: Internal Audit and Risk Management

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Occupational Health, Safety, and Work Environment Policy 2026 Edition was approved by
the Board of Directors Meeting No. 7/2025 on 14 November 2025 and shall be effective from
1 January 2026 onwards.

-Signed-

Mr. Norachit Sinhaseni

Chairman of the Board

Central Plaza Hotel Public Company Limited