

## Occupational Health and Safety Policy

### SCG Decor Public Company Limited

#### Terminology

“SCG Decor” shall mean SCG Decor Public Company Limited and its subsidiaries as presented in the consolidated financial statements.

SCG Decor is firmly committed to safeguarding the health and safety of its employees, contractors, and stakeholders, recognizing that occupational health and safety (OHS) constitutes a fundamental cornerstone for achieving sustainable business growth. As such, SCG Decor has formulated this policy with the objective of ensuring effective and efficient occupational health and safety management, as well as promoting good health and a conducive working environment, with the ultimate goal of achieving zero work-related injuries, illnesses, and occupational diseases.

This policy encompasses applicable laws, internal regulations, and extends to all work areas, new projects, renovation and modification projects, service operations, work committee, and all operational activities, both domestic and international, which impact employees and contractors under the supervision of all the companies under SCG Decor as well as other related stakeholders as follows:

1. Conduct business decision-making and management in compliance with laws, OHS regulations, relevant international standards, and other requirements consistent with the risks inherent in the business.
2. Establish objectives, indicators, and quantitative targets both leading and lagging, as well as strategies, setting up prioritization and action plans in order to improve OHS performance metrics on a continuous basis.
3. Implement the OHS management system or SCG Safety Framework or other relevant guidelines and standards as well as conduct performance monitoring, auditing, and reporting to continually elevate OHS performance.
4. Manage OHS risks, establish measures, and manage operations to eliminate or mitigate risks so that employees and contractors can operate safely.
5. Foster a culture of safety and a supportive environment; provide training, education, and awareness-raising on OHS for employees, contractors, committees and working committees related to SCG Decor, and workers' representatives; as well as allocate appropriate resources.
6. Promote the use of technology to increase efficiency in safety management and improve operational safety for all SCG Decor workers.

7. Disclose and assume accountability for the reporting of OHS information, as well as engage in discussion with employees, contractors, and stakeholders, in order to facilitate corrective action, preventive measures, and the dissemination of best practices to achieve the specified goals.

To ensure that this Occupational Health and Safety Policy is instilled into the organization's culture, it shall be the duty and responsibility of the Management and employees at all levels to serve as exemplary role models and translate this policy into tangible actions. Furthermore, all companies shall communicate and adapt this policy to suit their respective business operations in alignment with SCG Decor's vision.

This policy shall come into effect from April 27, 2026.