



Safety, Occupational Health and Work Environment Policy

MK Restaurant Group Public Company Limited

1. Intent

MK Restaurant Group Public Company Limited (“the Company”) prioritizes effective management of safety, occupational health and work environment; aiming to elevate employees’ quality of life by enabling good and safe workplaces. This enactment promotes employees’ awareness and safe engagement at the workplace and a culture of safety.

2. Objective

The objective of the Safety, Occupational Health and Work Environment Policy (“Policy”) is to ensure work practices enable the Company to comply with applicable laws, adhere to corporate safety matters, and oversee employees’ occupational health and safety. This encompasses cooperation of all employees and partners across every sector.

3. Scope and Implementation

The policy applies to all subsidiaries and entities of the Company in all territories of operations, encompassing subsidiaries and affiliates in which the Company has vested interests. It applies to personnel working on behalf of the Company, comprises permanent employees or contracted employment, employees with disabilities, apprentices, interns, students within Dual Vocation Education Program, consultants, contractors, managers, and company directors.

4. Safety, Occupational Health and Work Environment Practice Guidelines

4.1 The Company considers upholding workplace safety as the duty of all employees across all corporate levels to ensure safety for themselves, others, and the Company's assets. All employees are required to cooperate in the Company's safety and occupational health program and are entitled to offer insight for work condition and work safety development.

4.2 The Company will strictly comply with the law and regulations relating to safety, occupational health, and work environment by enabling cooperation and allocation of supporting resource provisions inclusive of personnel, time, budget, as well as appropriate training. These measures ensure perpetual development in terms of work safety, occupational health, and work environment.

4.3 The Company will adhere to the management system standards for safety, occupational health, and work environment and thereby conducts business while being socially and environmentally responsible, reduces impacts to stakeholders and enhances employees’ work safety. All departments have stipulated their respective goals and clear action plans to ensure a satisfactory work environment.

4.4 The Company will foster and cultivate a culture of appropriate safety behavior and anticipate all levels of management and employees to participate in accident prevention and environment

protection. The Company will promote and maintain improvements towards the work environment, which includes work safety and security.

- 4.5 Employees must emphasize their workplace health, safety, and operations aspects in addition to those of colleagues, the Company, and other stake holding agencies or persons. Supervisors or colleagues are to be notified of potential events not complying with the policy prior to corrective action procedures.

5. Policies and Related Documents

1. Code of Conduct
2. Work regulations

This policy was effective from January 1, 2022 onwards.