



บริษัท เมโทรซิสเต็มส์คอร์ปอเรชั่น จำกัด (มหาชน)

Metro Systems Corporation Public Company Limited

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MSC-P19/2569

Occupational Safety, Health and Work Environment Policy

Metro Systems Corporation Public Company Limited recognizes the importance of occupational safety, health, and the work environment. The Company is committed to conducting all operations and activities with the highest level of safety to prevent accidents, injuries, or any adverse impacts on employees, visitors, and all personnel within the Company's premises.

The Company places strong emphasis on fostering a safety culture by encouraging employees at all levels to strictly comply with applicable laws, regulations, standards, and relevant requirements. Furthermore, the Company is committed to continuously improving its occupational safety, health, and work environment management systems to ensure that all personnel can perform their duties confidently, safely, and without adverse impacts on all stakeholders.

Definitions

Company refers to Metro Systems Corporation Public Company Limited, its subsidiaries, and its associated companies.

Subsidiaries refer to Metro Connect Company Limited and Metro Professional Products Company Limited.

Associated Company refers to HIS MSC Company Limited.

Occupational Health refers to the promotion, control, supervision, and prevention of diseases and accidents, ensuring the physical and mental well-being of workers, including protection and access to legal rights and benefits.

Guidelines

1. The Company is committed to strict compliance with all applicable laws, regulations, announcements, orders, standards, and agreements with customers, partners, and relevant stakeholders concerning occupational safety, health, and the work environment.
2. The Company is committed to providing a safe and appropriate working environment by conducting annual workplace assessments in accordance with legal standards, such as lighting level measurements in office areas and noise pollution management. In addition, the Company continuously promotes 5S activities and ensures the provision of adequate resources and necessary information to support personnel in performing their duties efficiently, safely, and in alignment with the Company's occupational safety and health standards.
3. The Company implements a systematic approach to managing occupational safety and health risks by establishing control measures to mitigate potential risks arising from

operations. Emergency response plans are also carefully developed to prevent incidents that may cause losses or injuries to employees and stakeholders.

4. The Company promotes and instills awareness of occupational safety, health, and the work environment by providing training programs in accordance with legal requirements, as well as organizing activities and training sessions for employees at all levels. These initiatives aim to enhance knowledge and understanding of the proper use of tools and equipment, as well as preparedness for emergency situations, thereby reducing accident risks and preventing work-related illnesses.
5. The Company is committed to transparent and continuous communication of its performance in occupational safety, health, and the work environment. It also encourages feedback and suggestions from all parties to continuously develop, review, and improve operational processes in alignment with the Company's safety management approach.

Policy Review

The Company shall regularly review this Occupational Safety, Health, and Work Environment Policy to ensure its alignment with applicable legal requirements and regulations.

This policy has been approved by the Board of Directors Meeting No. 2/2026 on February 23, 2026, and is effective from February 23, 2026 onwards.

(Mr. Sanphich Setthapornpong)
Chairman of the Board