

Occupational Health and Safety ^(GRI 3-3)


A good occupational health and safety management system is a fundamental responsibility related to operations in the Company's area and all related work areas. The Company is committed and adheres to and strictly complies with the requirements for safety and occupational health in the workplace, including assessing risks from work in all business processes, as well as instilling and building awareness of safety in the work of employees and those involved to create a culture of safety in the workplace in order to prevent and reduce the loss that may occur to life, property, including the impact that may occur on surrounding communities and the environment. The Company aims to be an organization with zero accidents.


Operational Targets


Goal 2025	Performance Results in 2025	Goal 2026	Goal 2030
<ul style="list-style-type: none"> The number of fatalities resulting from work-related injuries among employees and business partners is zero. 	0 case	0 case	0 case
<ul style="list-style-type: none"> The rate of high-impact work-related injuries among employees, business partners, and contractors is zero. 	0 case / 1 million working hours	0 case / 1 million working hours	0 case / 1 million working hours
<ul style="list-style-type: none"> The occupational disease morbidity rate is zero. 	0 case / 1 million working hours	0 case / 1 million working hours	0 case / 1 million working hours
<ul style="list-style-type: none"> Lost time incident rate for employees 	0.99 cases / 1 million working hours	< 0.4 case / 1 million working hours	0 case / 1 million working hours
<ul style="list-style-type: none"> Lost time incident rates for business partners and contractors 	0 case / 1 million working hours	0 case / 1 million working hours	0 case / 1 million working hours


Management guidelines ^(GRI 403-1)

The Company has set a policy and guidelines related to occupational health, safety, and good working environment, covering employees, operators, contractors, and subcontractors, including communities and stakeholders with the Company's operational activities so that everyone will have a good and safe quality of life, no accidents causing serious injury to death or illness morbidity work, with operations under the policy on occupational health, safety, and environment, including requirements for operating guidelines that comply with the ISO45001 occupational health and safety management system with the following guidelines:

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Assess risks and risk management guidelines for occupational health, safety, and working environment covering all work processes that may affect communities, society, and the environment, including meetings to discuss, supervise and monitor the operations regularly.
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Prepare a safety manual for operations and supervise the operation in accordance with the manual and operating procedures to ensure safety.
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Report and investigate accidents, and incidents including the determination of solutions and being careful to prevent repeated accidents.
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Supervise operations according to the laws on safety, occupational health, and working environment and other related regulations as well as supervising operators, third parties, and those involved in the work area to strictly comply with the rules and regulations.
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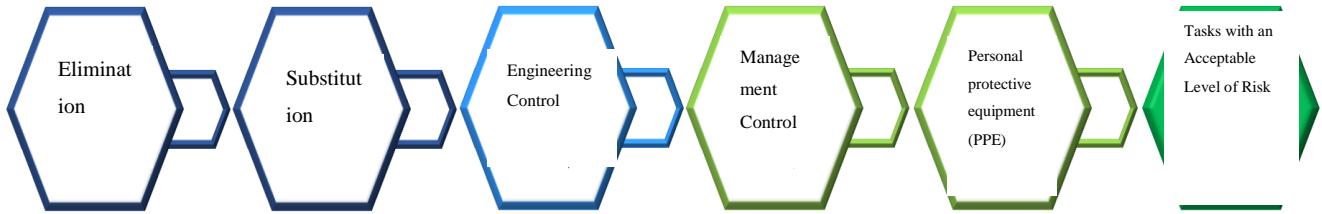
Supervise the working environment and provide personal protective equipment for employees who use it in performing duties in accordance with the laws.
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Be prepared to respond to emergencies, including business continuity management.
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Communicate policies, instill consciousness, create a work culture, develop skills and knowledge, and organize activities to promote safety, occupational health, and a good working environment.

Guidelines for risk assessment incidence investigation and risk management in occupational safety, health, and working environment ^(GRI 403-2)

The Company has established a safety risk assessment process, occupational health, and working environment in accordance with the ISO45001 occupational health and safety management system by allowing workers who own the risk to analyze their own job characteristics and other related parties such as third parties and contractors to identify hazards, assess opportunities and impacts that may occur from operations as well as risk prioritization, supervision and follow up on operations to be in line with plans and Targets.

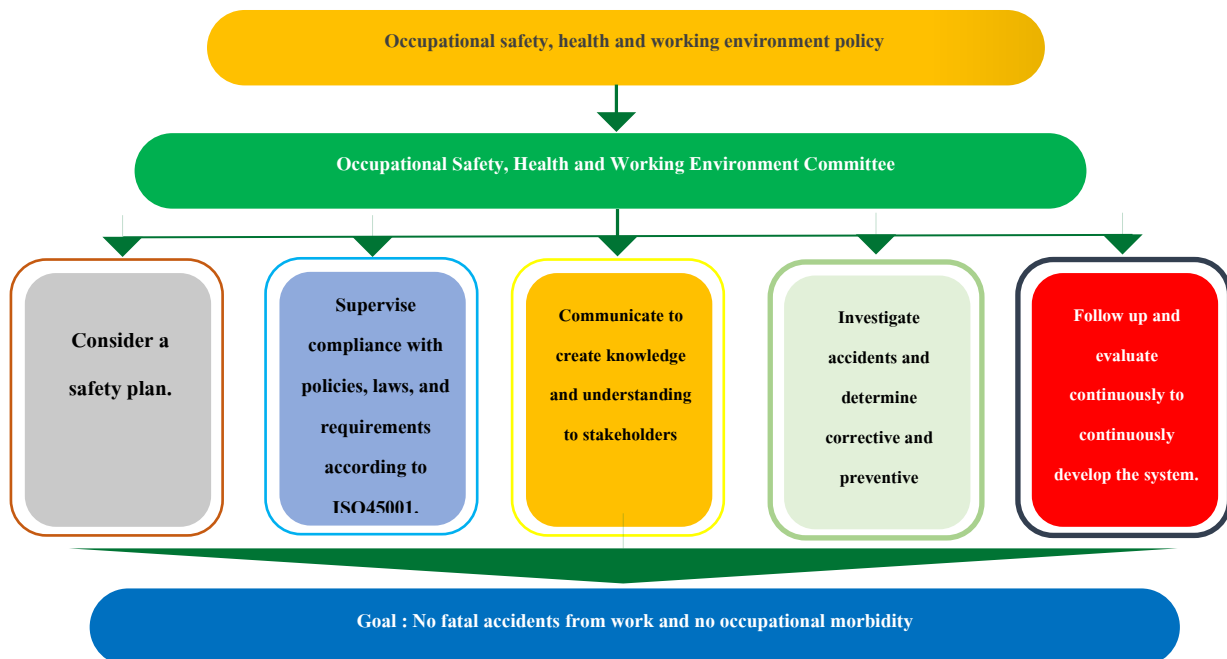


Working Environment Control	Supervision	Reporting and Investigation
<ul style="list-style-type: none"> ● Employees and related parties wear personal protective equipment to prevent injuries and accidents at work. ● Put signs and symbols indicating hazards in the work areas. ● Regularly measure and assess the working environment with measurement values in accordance with the law, such as air quality, noise level, and light intensity. 	<ul style="list-style-type: none"> ● Define rules and regulations for operations covering the operation of employees, third parties, and stakeholders working in the areas. ● Safety officers, area owners and all employees are responsible for supervising the implementation of the prescribed safety measures and guidelines, such as: <ul style="list-style-type: none"> - Training on safety and related regulations to all contractors before entering the work areas. - Application for permission to enter the operational area must be approved according to factory procedures. - Contractors must have a supervisor with safety knowledge who can assess the dangers that may arise from work, are responsible for controlling and supervising both general work and work that requires specific skills. - Risky work requires a work permit and strictly complies with the requirements for each work permit. 	<ul style="list-style-type: none"> ● Accidents or abnormal incidents must be reported and recorded systematically, both in the production process and near-miss incidents. ● Employees who witnesses must report the incident to their supervisors and safety officers within 24 hours. (It is the duty of all employees and serves as a criterion for evaluating safety results). ● Appoint a working group to investigate accidents or incidents and to investigate root causes using the principles of Why-Why-Analysis to lead to the determination of corrective measures, prevention, and monitoring of corrective actions. ● Continuously implement improvements according to the established preventive measures. ● Develop learning materials from accidents for employees and contractors through the Company's media to ensure the most efficient and effective prevention.

Safety, Occupational Health and Environment Management ^(GRI 403-4)

The Company has appointed a Safety, Occupational Health and Environment Committee, consisting of executives and safety officers at the professional level of the Company responsible for managing safety, occupational health and working environment to meet the requirements of ISO45001 occupational health and safety management standards system and related safety laws.

Dr. Porakrit Leophairatana, as a Director of the Company, is responsible for overseeing the Occupational Health and Safety policy and management system to ensure compliance with international standards. He continuously monitors and evaluates operational effectiveness to systematically control risks and foster a sustainable safety culture throughout the organization.



The Department of Occupational Health and Environment has been established to coordinate and monitor the operations of safety and the environment of all plants in compliance with relevant laws and regulations, policies, plans, and Targets set by the Company, including risk assessment and management Preparation of impact assessment reports on safety, occupational health, and environment, as well as performance reports to the Occupational Health, Safety and Environment Committee for acknowledgment on a regular basis.

As well as the appointment of the Safety, Occupational Health and Environment Committee in each plant, which is in accordance with the Ministerial Regulation on Occupational Safety, Health and Working Environment Management B.E. 2549, consisting of representatives from employees at the operational level not less than 50% of the entire committee, whereby the representatives of the employees at the operational level are elected separately according to their line of work so that there are representatives of employees from all

lines of work, which is scheduled to hold a meeting at least once a month, responsible for receiving information from employees in each line through representatives and notifying news, along with following up on the progress of operations and plans for future operations, including development, improvement, promotion, and creation of knowledge, in order to instill a culture and develop skills and knowledge in occupational health and safety for employees, contractors, and those who come to work in the plant areas such as training to develop knowledge of safety and working environment, organizing weekly activities on safety and environment, training on safety at work, basic firefighting and evacuation drills, training in first aid and basic life support, CPR & AED, participating in safety networks in campaigning and organizing safety activities.

Role and Duties of Occupational Health and Safety Committee in the Workplace in Supervising and Overseeing Occupational Health and Safety to Ensure a Safe and Healthy Work Environment.

- 1) To develop a safety, occupational health, and working environment policy for the business and submit it to the Board of Directors for approval.
- 2) To establish guidelines for preventing and reducing accidents, hazards, illnesses, or suffering resulting from employees' work or unsafe working conditions, and to submit them to the Board of Directors.
- 3) To report and suggest measures or guidelines for improving working conditions and the working environment to ensure compliance with occupational safety laws. Submit these recommendations to the Board of Directors to ensure the safety of employees, contractors, and external parties who work or use services at the business premises.
- 4) To promote and support workplace safety activities within the business.
- 5) To consider the manual on workplace safety, occupational health, and working environment and provide recommendations to the Board of Directors.
- 6) To conduct surveys on workplace safety operations and report the results, including accident statistics, at each Safety Committee meeting.
- 7) To consider training projects or plans related to occupational safety, including those covering the roles and responsibilities of employees, supervisors, executives, employers, and personnel at all levels, and to provide recommendations to the Board of Directors.
- 8) To establish a system that requires all employees, at all levels, to report unsafe working conditions to the Board of Directors.
- 9) To hold monthly Safety Committee meetings to monitor progress toward safety Targets and present updates to the Board of Directors.

Occupational health and safety services and promoting employee health (GRI 403-3) (GRI 403-6)

The Company provides services that promote a safety culture within the organization that covers service and promotes good health in the workplace such as :

- Infirmary within the workplace where there are doctors and nurses on duty to give advice on illnesses and first aid in case of injuries to employees and contractors.

- Employee health check-ups since starting work according to the risk factors such as a hearing test and pulmonary function tests Electrocardiogram (EKG) in case of working in a confined space.
- Annual health check-ups, both general health check-ups and health check-ups according to occupational health risk factors, with the Company's occupational medicine physicians and occupational health professionals to jointly determine the health checklist of workers from factors inside and outside the workplace. If an employee has an abnormal health check-up, he/she must visit a doctor and receive continuous health care advice. There are additional checklists according to the risk of age groups, such as lipid tests (Total Cholesterol, LDL, HDL, Triglycerides) in the employee health check-up program to cover diseases that may be caused by daily life and for employees to continuously monitor their health. The Company arranged annual health check-ups for employees and contractors in 2025. At the Head Office, the health check-ups were conducted on March 17–21, 2025 in collaboration with Bangpakok 9 International Hospital, with Dr. Charoen Chanthawanit, an occupational medicine physician, serving as the attending physician. At the Saraburi plant, the health check-ups were conducted on August 20–22 and 25–29, 2025 in collaboration with Medical Line Lab Co., Ltd., with Dr. Pichai Sampatanukul, an occupational medicine physician, serving as the attending physician.
- Determine medical expenses welfare (OPD) for employees, parents, spouses, and legal children.
- Determine additional welfare to support workers in accessing medical services for non-work related cases such as basic medical examination and treatment and emergency treatment at the Company's infirmary for employees and contractors, including annual health check-ups, influenza and COVID vaccinations for employees.
- Promote employee participation in improving and developing health and safety in the workplace by organizing activities or mechanisms where employees can play an active role. This includes expressing opinions and suggesting solutions to safety issues within the organization through various channels, such as Safety Web Application, Line Group, and others.
- The Occupational Health and Safety Committee holds meetings or discussions with employee representatives to consult on developments and improvements in workplace health and safety. This includes gathering employee suggestions and collaboratively addressing potential problems or risks on a monthly basis.
- Promote a safety-focused organizational culture and encourage cooperations among workers, personnel at all levels, and executives. This includes creating shared safety values and a clear safety culture of "Stop, Report, Wait" to achieve the common goal of reducing occupational hazards, accidents, and illnesses.

Occupational Health and Safety Employee and suppliers /contractors Training ^(GRI 403-5)

The Company established criteria for determining training courses in occupational health, safety, fire prevention, and suppression that is necessary for employees and suppliers /contractors that are suitable for job positions, types of work or risky activities to develop knowledge, competence, and understanding of what may be dangerous and cause accidents, how to prevent, and control hazards while working, to be able to perform assigned duties safely by requiring assessments and storing training records.

Employee training history

Training Course Topics	Number of employees trainees (persons)		
	2023	2024	2025
Safety, occupational health and working environment for general employees and new employees	11	785	559
Occupational and environmental diseases	11	0	0
Primary fire fighting	11	0	7
Review of working in confined spaces	221	0	0
Training or review of crane work	80	46	299
Radiation safety	10	0	0
Risk topics and safe working techniques	11	68	138
Environmental topics	11	159	197
Total	366	1,058	1,200

Training history of suppliers /contractors

Training Course Topics	Number of suppliers /contractors trainees(persons)		
	2023	2024	2025
Safety, occupational health and working environment for general employees and new employees	53	71	103
Occupational and environmental diseases	0	0	103
Primary fire fighting	0	0	0
Review of working in confined spaces	0	0	0
Training or review of crane work	0	0	0
Radiation safety	0	0	0
Cardiopulmonary Resuscitation (CPR) and the Use of an Automated External Defibrillator (AED)	0	0	8
Risk topics and safe working techniques	53	71	20
Environmental topics	53	71	20
Total	159	213	254

Project Benefits

Employees and suppliers /contractors who come to work at the Company are required to understand the contents of the safety curriculum related to their own work conditions, especially the risks associated with their works, and be able to deal with those risks and cope with emergency situations that may occur. This is aimed at reducing the severity of impacts on people, property, production, and the environment. Consequently, each function is prepared to efficiently handle emergencies, ensuring continuous business operations. Consequently, in 2025, the Company achieved improved occupational health and safety performance, with no fatal accidents, no high-impact work-related injuries, and no occupational illnesses reported.

Emergency Response Preparedness ^(GRI 403-7)

The Company established an emergency response plan whereby every plant is required to prepare an emergency response plan which clearly defines roles, responsibilities, and operational procedures, as well as requiring rehearsals, annual emergency responses such as fire, chemical leakage, and boiler explosion. In this regard, there must be an assessment and rehearsal of such an emergency plan in order to apply suggestions to improve the efficiency of emergency response operations. The Company also provides training to add expertise to employees who are responsible for responding to emergencies, such as advanced firefighting training, chemical leakage prevention, and emergency management training.



Creating Safety Culture

Workplace safety is not merely a legal requirement but an important foundation of business sustainability. Workplace accidents or occupational illnesses pose significant risks, including disruptions to production processes, the loss of skilled personnel, and potential impacts on the Company's reputation and the confidence of suppliers and stakeholders. In addition, safety deficiencies can directly affect business costs through compensation payments and operational opportunity losses. For this reason, the Company focuses on transitioning from mere regulatory compliance to building a sustainable safety culture, emphasizing employee participation at all levels and proactive management practices. The key initiatives undertaken in 2025 are as follows :

1) Work Injury and Accident Prevention Program

Workplace safety is critically important to the Company's operations. Continuous awareness of safety helps create a safe working environment, which reduces production interruptions as well as disruptions to internal operations caused by accidents. It also helps minimize and mitigate

potential damage to both personnel and property. Therefore, the Company plans and organizes occupational health and safety training on a regular annual basis to ensure that employees continuously review their knowledge and understanding.

<p>Benefits of the Program</p> <ul style="list-style-type: none"> • Participants gain greater awareness of the importance of safety and a clearer understanding of their roles in ensuring safe operations. • The Company supports the achievement of the target of Zero Lost Time Injury (LTI) and the prevention of fatal accidents (Zero Fatality) across all operational areas. <p>All power plants reported higher average post-training scores compared with pre-training results.</p>	<p>Implementation Approach</p> <ul style="list-style-type: none"> • Develop training plans based on the nature of the work and training requirements, and implement them according to the established plan on an annual basis. • Provide interactive training sessions that encourage participation and dialogue, enabling the sharing of real experiences and brainstorming. • Assess knowledge and understanding before and after the training.
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Key Activities

Training and Emergency Response Drills for Confined Space Rescue Operations: TPI Polene Power Public Company Limited, together with its business partners, conducted training and emergency response drills for rescuing victims in confined spaces. This program has been continuously implemented for three years. Its objective is to ensure that employees and employees of business partners understand the procedures and are able to coordinate and carry out rescue operations correctly and promptly in the event of an incident occurring in a confined space. The training program is divided into two parts: Classroom Training designed to provide participants with an understanding of safety values, safety awareness, fundamental knowledge of hazards in confined spaces, risk acceptance, and effective safety communication methods, including operational procedures, safety observation practices, and stop work authority; and Practical Training conducted outside the classroom through hands-on group exercises using simulated real-life scenarios.





2) Work-Related Illness Prevention Program

The Company believes that the happiness and quality of life of employees, as well as the personnel of its business partners, are fundamental to sustainable growth. The Company recognizes that both physical and mental well-being are key factors that directly contribute to creating a safe working environment and enhancing long-term operational efficiency. Therefore, the Company has implemented well-being development programs to ensure that employees maintain good physical and mental health conditions at all times, enabling them to be well prepared to handle various situations that may arise in their daily work

Benefits of the Program

- Employees gain knowledge and skills to manage emergency situations. When encountering or experiencing an incident, they are able to provide proper first aid to alleviate injuries or reduce the severity of the condition.
- Good health and well-being are promoted, while ethical values and a positive organizational culture are created among the target personnel.

Implementation Approach

- Training programs are provided to prepare employees to handle emergency situations.
- Activities are organized to promote strong physical health and mental well-being, such as health running programs.

Key Activities

Basic Life Support Training: In 2025, the Company organized Basic Life Support (CPR & AED & Choking) Training, which has been conducted continuously for three years. The program aims to enable employees and personnel of business partners to learn how to manage emergency situations in the event of accidents, including first aid and CPR training. This training is essential for enhancing employees' potential and capabilities in responding to medical emergencies. In addition, training participants learn CPR techniques, first aid procedures, and the proper use of first aid equipment, such as an Automated External Defibrillator (AED), etc.



The Company organized the 1st TPI RUN CLUB, a health running activity for employees within the TPI Group, on September 12, 2025. The objective of this activity was to promote employees' health by encouraging participation in physical exercise, which helps reduce the risk of various diseases and supports both physical and mental well-being. The event also aimed to build unity by providing an opportunity for people from diverse groups to participate together, build positive relationships, and strengthen community unity.





Performance Results

The Company set criteria for measuring and evaluating work in occupational safety, health and working environment by considering the rate of accidents from work, the number of safe working hours, the rate of fatal work-related accidents and the number of occupational morbidity or disease, with 2025 performance as follows :

Table : Information of Employees and Workers under the Company's Occupational Health and Safety Management System ^(GRI 403-8)

	Number (persons)	Percent
Employees and workers of establishments controlled or supervised by the organization		
Employees	1,023	100
Workers	250	100
Employees and workers of establishments controlled or supervised by the organization (and monitored by the organization).		
Employees	512	50.05
Workers	123	49.20
Employees and workers of establishments controlled or supervised by the organization (and monitored by the outside organization).		
Employees	140	13.68
Workers	74	29.60

Note : Employee means personnel of the Company.
 Worker means personnel of other establishments controlled or supervised by the Company under ISO 45001 standard.

Table : Establishments that have received ISO 45001 certification for the Company's occupational health and safety management system. ^(GRI403-8)

	Number (persons)	Percent
Establishments controlled or supervised by the organization		
Power plants	575	100
Fuel Production plant from solid waste	354	100
Head Office	94	100
Total	1,023	100
Establishments controlled or supervised by the organization (and monitored by the organization).		
Power plants	575	100
Fuel Production plant from solid waste	354	100
Head Office	94	100
Total	1,023	100
Establishments controlled or supervised by the organization (and monitored by the outside organization).		
Power plants	298	51.82
Fuel Production plant from solid waste	0	0
Head Office	0	0
Total	298	29.13

Table : Work-related Injuries and Health Problems ^{(GRI 403-9), (GRI 403-10)}

Performance	2023	2024	2025
Employee Fatality Rate (cases per million working hours)	0	0	0
Supplier and Contractor Fatality Rate (cases per million working hours)	0	0	0
Number of Employee Fatalities (cases)	0	0	0
Number of Supplier and Contractor Fatalities (cases)	0	0	0
Rate of High-Consequence Work-Related Injuries among Employees (cases per million working hours)	0	0	0

Performance	2023	2024	2025
Rate of High-Consequence Work-Related Injuries among Suppliers and Contractors (cases per million working hours)	0	0	0
Number of Employees with High-Consequence Work-Related Injuries (cases)	0	0	0
Number of Suppliers and Contractors with High-Consequence Work-Related Injuries (cases)	0	0	0
Injury Frequency Rate (IFR) of Employees (number of cases per 1 million working hours)	1.31	1.62	1.32
Injury Frequency Rate (IFR) of Suppliers and Contractors (number of cases per 1 million working hours)	0	0	0
Lost Time Injury Rate (LTIR) of Employees (number of cases per 1 million working hours)	1.31	1.22	0.99
Lost Time Injury Rate (LTIR) of Suppliers and Contractors (number of cases per 1 million working hours)	0	0	0
Occupational Disease Rate of Employees	0	0	0
Occupational Disease Rate of Suppliers and Contractors	0	0	0
Number of Working Hours without Lost Time Injuries in case of Employees	1,700,016	1,920,000	2,051,856
Number of Working Hours without Lost Time Injuries in case of Suppliers and Contractors	387,072	667,872	1,243,872
Total Working Hours of Employees	2,287,872	2,458,649	3,035,096
Total Working Hours of Suppliers and Contractors	193,536	280,800	576,000
Number of Level 3 Emergency Incidents (fire, chemical spills/leakage, explosions, and building collapse)	0	0	0

Note :

1. The fatality rate per million working hours is the number of injuries resulting in death multiplied by the number of working hours, then divided by one million working hours.

$$\text{Fatality rate per million working hours} = \frac{\text{number of injuries resulting in death} \times \text{number of working hours}}{\text{one million working hours}}$$

2. The high-impact work-related injury rate per million working hours is the number of work-related injuries resulting in more than 180 days off work or loss of a limb, multiplied by the number of working hours, then divided by one million working hours.

$$\text{High - impact work - related injury rate} = \frac{\text{number of work - related injuries resulting in more than 180 days off work or loss of a limb} \times \text{number of working hours}}{\text{one million working hours}}$$

3. Lost Time Incident Rate (LTIR) per million working hours is the number of lost time injuries multiplied by the number of working hours, then divided by one million working hours.

$$LTIR = \frac{\text{number of lost time injuries} \times \text{number of working hours}}{\text{one million working hours}}$$

4. Injury Frequency Rate (IFR) per million working hours is the number of accidents multiplied by the number of working hours per year, then divided by one million working hours.

$$IFR = \frac{\text{number of accidents} \times \text{number of working hours}}{\text{one million working hours}}$$

Work-related injuries (GRI 403-9)

Fatality and injury statistics of employees and non-employees, but works and/or establishments are controlled by the organization.	Types of Injuries (/)										Number of working hours	Number (people)	Death/injury rate (calculated based on 1,000,000 working hours)
	Back and spine injuries	Bone fractures	Burns	Ear injuries (including tinnitus)	Facial injuries (eye, nose, and jaw)	Loss of digits and limbs	Repetitive stress injuries	Sprains, strains, and tears (soft tissue injuries)	Toxic exposure	Traumatic brain injuries (TBI)			
Employee deaths and injuries													
Death from Work-Related Injuries	0	0	0	0	0	0	0	0	0	0	3,035,096	0	0
High Impact Work-Related Injuries (not including death)	0	0	0	0	0	0	0	0	0	0		0	0
Recordable work-related injuries	0	1	3	0	0	0	0	0	0	0		4	1.32
Deaths and injuries of non-employees but works and/or their establishments are regulated by the organization.													
Death from Work-Related Injuries	0	0	0	0	0	0	0	0	0	0	576,000	0	0
High Impact Work-Related Injuries (not including death)	0	0	0	0	0	0	0	0	0	0		0	0

Recordable work-related injuries	0	0	0	0	0	0	0	0	0	0	0	0	0
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Note : - High-impact work-related injury means an occupational injury that results in death or injury resulting from a worker's inability to or unable to work or unable to expect fully recover to the pre-injury state within 6 months

- Recordable work-related health problems refer to an occupational injury, resulting in any of the following: death, absence from work, work restriction or transfer, medical treatment other than first aid, loss of consciousness, serious injury diagnosed by a physician or a licensed medical practitioner.

Work-related health problems (GRI 403-10)

	Types of health problems (number)			Number (people)	Rate of death (percentage)
	Stress, depression or anxiety	Musculoskeletal disorders	Occupational lung disease		
Deaths and work-related health problems of employees					
Death from work-related health problems	0	0	0	0	0
Recordable work-related health problems	0	0	0	0	0
Deaths and work-related health problems of non-employees, but works and/or their establishments are regulated by the organization.					
Death from work-related health problems	0	0	0	0	0
Recordable work-related health problems	0	0	0	0	0

Note : Recordable work-related health problems refer to poor health, resulting in any of the following: death, absence from work, work restriction or transfer, medical treatment other than first aid, loss of consciousness, serious injury diagnosed by a physician or a licensed medical practitioner.

Table : Summary of Occupational Health and Safety Performance with Contractors

Description	2023	2024	2025
Total number of contractors	84	117	250
Number of work-related fatalities involving contractors	0	0	0
Number of contractor fatalities	0	0	0

Note : This report covers the entire company.

Based on the above information, the Company has improved performance in occupational health and safety, with no fatalities, high-impact work-related injuries, or illnesses due to occupational diseases. Lost time Incident Rate : LTIR per million working hours in 2025 was 0.99, a decrease of 0.23 compared to 2024, The Company also recorded 2,051,856 working hours without lost time injuries, an increase of 131,856 hours compared with 2024. In addition, the total recordable occupational illness rate for both employees and contractors was 0 cases.

- **Guidelines for Measuring Effectiveness Against Established Targets**

The Company has clearly defined occupational safety objectives and targets to serve as criteria for monitoring and evaluating the effectiveness of operations in alignment with the established Targets. A working committee for the Occupational Health and Safety Management System in accordance with the ISO 45001 standard has been appointed to regularly monitor operational performance on a monthly basis. In addition, performance trends are analyzed against the targets for each period in order to identify issues that require improvement or corrective action during operations, thereby supporting safety performance to effectively achieve the defined objectives and targets.

- **Lessons Learned from Occupational Health and Safety Operations**

Effective safety management requires the continuous development and improvement of operational systems to align with international standards and the risk context of the power plant business. This is particularly important for risks arising from production processes, operational areas, and health hazards from the working environment. The application of technology to support operations, such as risk monitoring and surveillance systems in operational areas and preventive environmental control tools, helps appropriately reduce the likelihood of accidents, injuries, and work-related illnesses. An important lesson learned during the year was the need to enhance safety operations in line with changes in relevant standards, together with the application of technology to reduce losses and prevent risks that may lead to long-term occupational diseases.

- **Engagement with Stakeholders in Occupational Health and Safety Management**

The Company operates under the ISO 45001 management system, in which stakeholder engagement is an important requirement. Therefore, preventive measures have been implemented in relation to machinery, the working environment, as well as raising awareness of hazards and safety measures. Stakeholders are also encouraged to participate by providing suggestions through various mechanisms, including the establishment of a Safety Committee, annual management system review meetings, and the Annual General Meeting of Shareholders. These processes aim to ensure continuous improvement and development of safety management in line with current practices and legal requirements, in order to ensure the safety of all stakeholders.

In addition, the Company has supported a budget for occupational health and safety to assist communities and society surrounding the power plant, including:

(1) The health insurance fund for communities within a 5-kilometer radius of the power plant has been in operation since 2019 to provide relief for illnesses potentially caused by the project. As of the end of 2025, the fund has accumulated a total of Baht 4,049,639.67.

(2) The budget supporting personnel quality, medical equipment, and public health research has been operational since 2020. By the end of 2025, this budget had accumulated a total of Baht 8,384,127.85.

(3) The budget supporting occupational health and safety to be used for supporting the increase of the hospital's potential, promoting sub-district health facilities and public health personnel has been operational since 2019. By the end of 2025, this budget had accumulated a total of Baht 356,273.

- **Planning for Future Improvements**

To ensure that work safety meets the objectives and Targets, the Company has implemented technology to enhance safety and efficiency. For example, the Company requests permission for dangerous work electronically, replacing paper-based processes, allowing executives to monitor the status of hazardous work in real time. In 2025, the Company will introduce AI-powered CCTV cameras to monitor the work of employees and contractors. If safety regulations are not followed, the Company will immediately notify Security Department to address unsafe work. CCTV cameras will also monitor entry and exit in hazardous areas. If an unauthorized person enters or attempts to enter, the Security Department will be notified to investigate and prevent