

(-Unofficial English Translation-)

Occupational Health and Safety Policy



BTS GROUP HOLDINGS PUBLIC COMPANY LIMITED

June 18, 2026

Occupational Health and Safety Policy

BTS Group Holdings Public Company Limited (the “Company”) recognises that ensuring the safety, health, and wellbeing of all employees, contractors, passengers, customers, and stakeholders is fundamental to the sustainable operation of our transport, media, and diversified businesses. The Company has therefore established an Occupational Health and Safety (OHS) Policy to serve as a guiding framework for protecting the health and safety of all relevant stakeholders throughout its operations.

This policy shall apply to employees at all levels and under all types of employment, as well as to contractors, business partners, and service providers. It shall also extend to passengers, visitors, and any other stakeholders present within the operational areas of the Company and all subsidiaries under the Company’s management control. The details are as follows

1. The Company shall conduct its business in compliance with legal requirements relating to health and safety, as well as in accordance with international standards and other applicable requirements concerning safety, occupational health, and the working environment.
2. The Company shall continually promote the consultation and participation of employees and contractors in occupational health and safety activities, including the fostering of a culture of safety, occupational health, and the working environment, as well as awareness-raising campaigns and other engagement activities.
3. The Company shall establish occupational health and safety objectives, performance indicators, and targets, together with strategies and action plans to continuously improve the effectiveness of its safety, occupational health, and working environment management system.
4. The Company shall continuously monitor, assess, and report its performance in relation to safety, occupational health, and the working environment, and shall use the results obtained to further improve and enhance its operations.
5. The Company shall manage risks relating to safety, occupational health, and the working environment through the establishment of measures, assessment, prioritisation, and operational controls in order to eliminate or reduce risks and ensure that work can continue to be carried out safely.
6. The Company shall provide regular occupational health and safety training appropriate to the roles, responsibilities, and nature of work of employees, contractors, and business partners, in order to promote knowledge, awareness, and safe working practices.

This policy shall be reviewed at least annually or when significant organisational, operational, or regulatory changes occur. Any amendments must be endorsed by the Sustainability Committee and approved by the Board of Directors before being implemented. The updated policy will be communicated across all subsidiaries and operating units.

-Mr. Keeree Kanjanapas-
Chairman of the Board of Directors