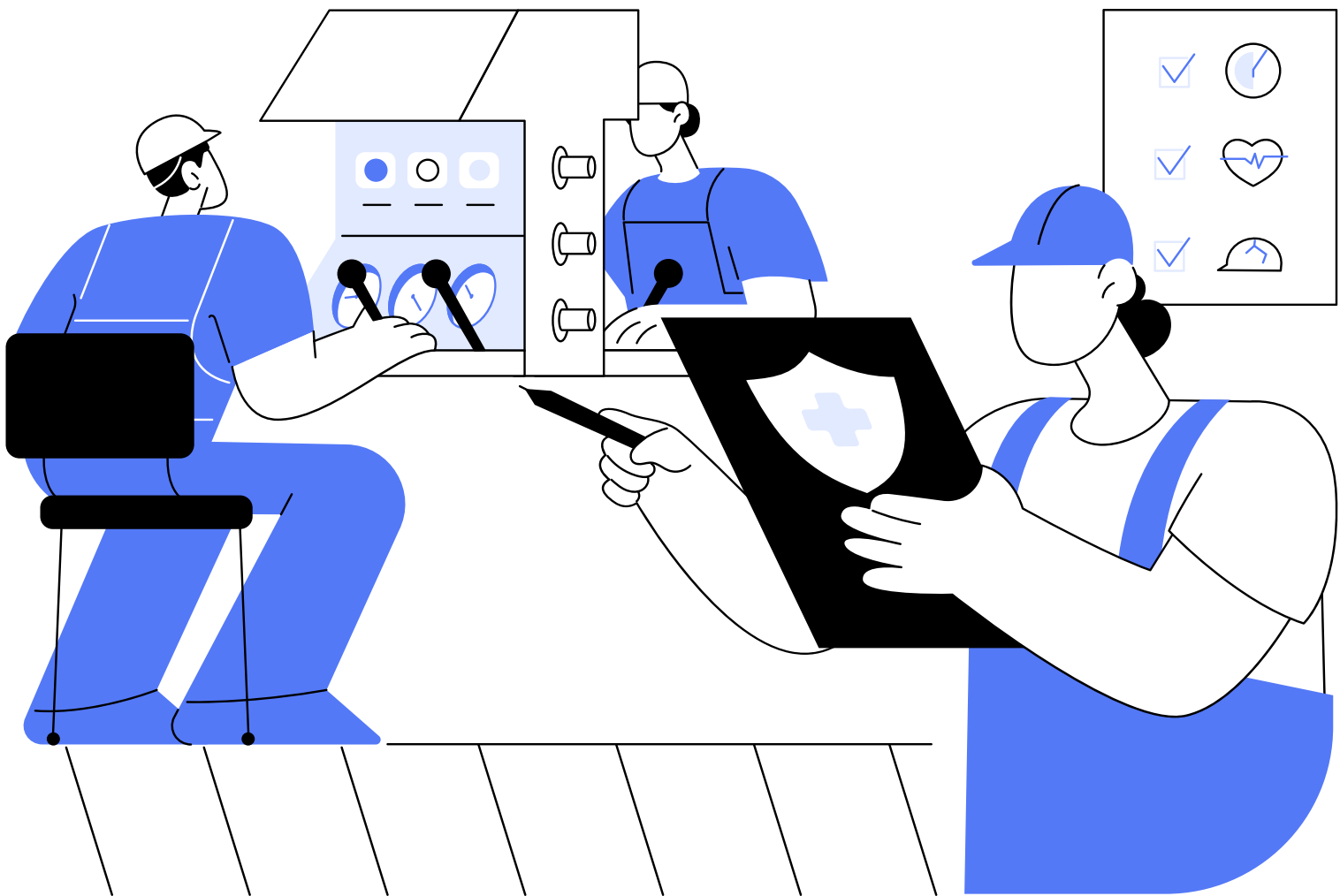




OCCUPATIONAL SAFETY, HEALTH AND WORKING ENVIRONMENT POLICY

Metro Systems Corporation Public Company Limited



PRINCIPLE

Metro Systems Corporation Public Company Limited recognizes the paramount importance of occupational health, safety, and the working environment. The Company is firmly committed to executing all activities and operational processes with the highest safety standards to effectively prevent accidents, injuries, or any adverse impacts on employees, visitors, and personnel working within the Company's premises. Furthermore, the Company places great emphasis on cultivating a robust safety culture, encouraging personnel at all levels to maintain high safety awareness and strictly comply with all applicable laws, regulations, standards, and requirements. The Company is also dedicated to the continuous development and improvement of its occupational health, safety, and environmental management systems to ensure that all personnel can perform their duties with absolute confidence and safety, without causing harmful impacts to any related parties.

DEFENITION

The Company means Metro Systems Corporation Public Company Limited, Subsidiaries and Associated Company

Subsidiaries mean Metro Connect Company Limited and Metro Professional Products Company Limited

Associated Company means HIS MSC Company Limited

Occupational health means the support, control, care, and prevention of various diseases and accidents, maintaining the health and well-being of workers to ensure their safety both physically and mentally. It also includes the protection and provision of legal benefits and rights for employees

GUIDELINES

1. The Company is committed to strictly complying with all applicable laws, regulations, announcements, orders, standards, as well as agreements with customers, business partners, and relevant stakeholders regarding safety, occupational health, and the working environment.

2. The Company is dedicated to creating a safe and appropriate working environment. Annual working environment assessments are conducted to ensure full compliance with legally mandated standards, such as measuring office lighting levels and managing noise pollution. Furthermore, the Company continuously promotes "5S" activities and allocates sufficient necessary resources and information to support personnel in performing their duties efficiently, safely, and in alignment with the Company's safety and occupational health standards.
3. The Company systematically manages safety and occupational health risks by establishing control and mitigation measures for potential hazards arising from operations. Comprehensive emergency management plans are also developed to prevent incidents that could lead to property loss, business disruption, or injuries to workers and stakeholders.
4. The Company is committed to promoting and instilling awareness of occupational safety, health, and environment. This is achieved by providing legally mandated training programs, as well as organizing activities and training sessions for employees at all levels to enhance their knowledge and understanding of the proper use of tools and equipment. Furthermore, the Company ensures emergency preparedness to mitigate accident risks and prevent work-related illnesses.
5. The Company is dedicated to communicating its occupational safety, health, and environment performance outcomes transparently and continuously. We actively welcome feedback and recommendations from all stakeholders to facilitate the development, review, and continuous improvement of our operational processes, ensuring they remain efficient and consistently aligned with the Company's occupational safety, health, and environment management framework.

REVIEW OF THE POLICY

The Company will regularly review Occupational safety, health and working environment policy to ensure that it remains aligned with and complies with legal requirements and regulations.

Occupational safety, health and working environment policy has been approved by the
Company's Board of Directors