

## Occupational Health and Safety Governance

Thai Union Feedmill Public Company Limited (TFM) is committed to maintaining a safe, healthy, and injury-free workplace across all operations through strong governance, risk management, and workforce engagement.

Oversight of Safety, Health and Environment (SHE) is subject to Board-level oversight and is governed through TFM's management structure and aligned with the Group SHE governance framework of Thai Union Group. SHE matters are regularly reviewed through the Risk Management Committee, which includes a member of TFM's Board of Directors, and management-level SHE governance processes, provides oversight of material health and safety risks, reviews SHE performance indicators on a quarterly basis, and reports findings to the Board.

TFM's SHE management approach covers:

- Occupational health and safety risks
- Process and operational safety
- Contractor safety management
- Emergency preparedness and response
- Regulatory compliance
- Incident investigation and corrective action management
- Continuous improvement initiatives

The Company's SHE function works closely with plant management and operational teams to drive implementation of the Group's "SHE Excellence Pathways" framework across operations.

## **ISO 45001 Occupational Health and Safety Management System**

TFM continues to strengthen its occupational health and safety management systems in alignment with internationally recognized standards and Thai Union Group SHE requirements.

Currently, selected Thai Union Group operations, including the Songkhla facility, are certified to ISO 45001 Occupational Health and Safety Management System standards, this covers 100% of TFMSK operational control. TFM continues to align operational controls and SHE management practices with ISO 45001 principles as part of its continuous improvement roadmap.

The Company's ongoing SHE development roadmap includes:

- SHE management system enhancement
- Risk-based operational control strengthening
- Leadership and workforce capability development
- Internal audit and compliance improvement
- Continuous improvement toward broader SHE management system maturity

TFM is evaluating future expansion of ISO 45001 certification coverage across applicable operational sites.

## **SHE Committee and Worker Participation**

TFM maintains Safety, Health and Environment (SHE) Committees at the operational level to promote employee participation and strengthen workplace safety culture.

SHE Committee meetings are conducted monthly and include participation from:

- Plant management representatives
- Employee representatives
- SHE personnel
- Operational supervisors
- Relevant functional teams

The meetings cover:

- Incident and near-miss reviews
- Unsafe act and unsafe condition reporting
- Safe Behavior Observation (SBO) findings
- Corrective and preventive action (CAPA) follow-up
- Contractor safety performance
- Emergency preparedness activities
- Workplace risk assessments and safety improvement plans

Employee representatives are encouraged to actively participate in SHE discussions and raise workplace safety concerns, improvement opportunities, and operational risks.

Recent SHE initiatives implemented at TFM include:

- Machine guarding and LOTO improvement programs
- Forklift and traffic safety enhancement
- Behavior-based safety campaigns
- Heat stress prevention measures
- Emergency drills and evacuation exercises
- Contractor safety control strengthening
- Safety awareness and engagement campaigns

Outcomes and action plans from SHE meetings are communicated through toolbox talks, leadership engagement sessions, internal communication channels, and operational follow-up processes.

## **Occupational Health and Safety Training**

TFM provides occupational health and safety training programs to employees and contractors based on job functions, operational risks, and legal requirements.

Training programs include:

- SHE induction training
- Hazard identification and risk assessment
- Emergency response and fire safety
- Forklift safety
- Lockout/Tagout (LOTO)
- Chemical handling and hazardous substance management
- Personal protective equipment (PPE)
- Safe Behavior Observation (SBO)

Occupational Health and Safety training is conducted with all employees 100%, including annual and refresher training through classroom sessions, on-the-job training, toolbox talks, emergency drills, and awareness campaigns.

## **Occupational Health and Safety Reporting Performance**

TFM's occupational health and safety data covers permanent employees, temporary employees and on-site contractors working under TFM operational control.

The reporting boundary includes feedmill manufacturing operations, warehouses, and supporting operational activities under the Company's management control.

TFM monitors occupational health and safety performance using both leading and lagging indicators, including:

- Lost Time Injury Frequency Rate (LTIFR)
- Total Recordable Injuries
- Near-miss reporting
- Safe Behaviour Observations (SBO)

- Corrective action closure performance
- Safety audit and inspection findings

**Loss Time Injury Frequency Rate: LTIFR/ 200,000 hours worked**

	2023	2024	2025
<i>Tha Union Feedmill (TFM)</i>	1.04	0.19	0.19
<i>Thai Union group (TU)</i>	0.23	0.29	0.29

**Remark:** The LTIFR numbers cover employees and contractors.

**Occupational Health and Safety Performance**

The Company continuously reviews SHE performance trends and benchmarks operational performance internally against Thai Union Group SHE targets and manufacturing sector safety improvement expectations.

TFM continues to monitor industry practices and benchmark selected safety performance indicators against relevant manufacturing sector references.

**Assurance and Data Reliability**

TFM’s SHE data disclosed within its sustainability reporting is subject to independent third-party assurance by LRQA in accordance with internationally recognized assurance standards.

The assurance engagement is conducted under AA1000AS v3 Type II moderate assurance requirements and covers selected GRI disclosures, including GRI 403-9 (Work-related injuries) and GRI 403-10 (Work-related ill health).

The assurance process includes reviews of TFM’s data management systems, internal verification procedures, and selected site-level audits to verify the accuracy, reliability, and transparency of reported health and safety performance data.

## **Workplace Health and Infectious Disease Prevention**

TFM promotes employee health, well-being, and workplace disease prevention through occupational health programs and operational health protection measures.

Programs include:

- Annual health examinations
- Occupational health surveillance
- Hygiene and sanitation controls
- Vaccination and health awareness campaigns
- Mental health and employee wellbeing support
- Communicable disease prevention measures

TFM also supports workplace awareness and prevention initiatives related to infectious diseases and public health risks, including:

- COVID-19 prevention and response measures
- Workplace hygiene and infection prevention programs

The Company remains committed to protecting employee wellbeing and strengthening workplace health resilience across operations.