

OCCUPATIONAL HEALTH AND SAFETY POLICY

ALLY FREEHOLD AND LEASEHOLD REAL ESTATE INVESTMENT TRUST

ALLY REIT Management Co., Ltd. is committed to and prioritizes the safety and health of its personnel. Therefore, it has established policies on safety, occupational health, and working environment, taking into account the benefits derived from implementing control measures, supervision, and appropriate management. This is to prevent and maintain human resources, which are considered the key strength of the company and the REIT.

Definition

Company	Means : ALLY REIT MANAGEMENT CO., LTD.
REIT	Means : ALLY FREEHOLD AND LEASEHOLD REAL ESTATE INVESTMENT TRUST
Employees	Means : all employees of ALLY REIT MANAGEMENT CO., LTD. who perform duties under employment contracts in all positions.
Vendors	Means : Refers to individuals, groups of individuals, or organizations that provide, manage projects, and offer various supplementary services to the company and the REIT.
Business partners	Means : Refers to individuals, groups of individuals, or organizations that distribute the company's and REIT's goods and services.

Guidelines

The company considers all its personnel to be valuable resources of the company and the REIT. Therefore, the safety, occupational health, and working environment of the company's personnel are regarded as important policies. The company has implemented various measures as follows:

1. Promote a safe working environment that covers all operations of employees, contractors, and individuals working under the company's operations.
2. Provide appropriate and sufficient safety tools and equipment for the work conditions.
3. Encourage company personnel to be aware of various hazards that may occur while working or performing tasks for the company.
4. Advise and explain the causes and prevention methods for accidents, injuries, occupational diseases, and illnesses by adhering to the company's safety, occupational health, and working environment standards and regulations to ensure workplace safety.
5. Every supervisor has the duty to oversee, manage, and be responsible for the safety, occupational health, and working environment of their subordinates and the company's personnel, ensuring compliance with the regulations and rules set by the company, and strictly adhering to them.
6. Establish measures, regulations, requirements, practices, or manuals to enhance the safety, occupational health, and working environment of the company's personnel appropriately to prevent potential losses.
7. Disclose measures, regulations, requirements, practices, manuals, and policies on safety, occupational health, and work environment to ensure easy access for the company's personnel.
8. If there is a violation of measures, regulations, requirements, practices, or manuals related to safety, occupational health, and working environment, it must be reported to the supervisor. The Human Resources Department can take immediate action according to the company's work regulations.
9. Committed to continuously and effectively reviewing and improving the objectives, goals, and plans related to safety, occupational health, and working environment to comply with international standards, laws, and regulations recognized globally.

Enforcement and management

Raise awareness of safety, occupational health, and working environment among partners, company personnel, and business units through the dissemination of information, providing knowledge, organizing seminars, or training on relevant topics to company personnel regularly.

Conduct hazard identification and risk assessment related to safety, occupational health, and working environment for each business unit at least once a year and/or when an accident occurs that results in work stoppage.

This policy will become effective on January 1, 2025, and afterward.



Mr. Kavin Eiamsakulrat

Chief Executive Officer (CEO)

REIT Manager Company

(29 November 2024)