

Healthy Organization Policy

Sky ICT Public Company Limited

Sky ICT Public Company Limited (the “Company”) recognizes that its people are its most valuable asset and a key driving force for the sustainable growth of its technology and innovation business. The Company is therefore committed to improving the quality of life and protecting the labor rights of all employees equally, by integrating the Healthy Organization concept of the Thai Health Promotion Foundation (ThaiHealth), together with international standards on occupational health and safety, into its human resource management and its sustainable organizational development framework.

With the intention of creating a safe, non-discriminatory working environment and promoting holistic well-being, the Company focuses on comprehensive prevention of health risks, covering mental health care and stress management, the control and prevention of non-communicable diseases (NCDs), the management of air quality and the working environment, and the promotion of ergonomics, in order to create a safe environment and continuously improve employees’ quality of life. Such efforts not only enhance work efficiency and employee engagement, but also reflect the Company’s responsibility to all stakeholders in accordance with international principles.

Objectives

1. To create a safe working environment and atmosphere that promotes good well-being and is in line with the way of working in the digital era.
2. To promote an organizational culture that supports diversity, equality, and inclusion (DEI) and the acceptance of differences, and to elevate a culture of learning, mutual support, and growing together with the Company.
3. To operate in accordance with occupational safety and well-being standards that comply with laws and international standards.
4. To reduce to zero the rate of illness, stress, work-related health risks, and work-related accidents.
5. To strengthen work-life balance for employees at all levels.

Scope of Application

This policy applies to all groups of personnel working for Sky ICT Public Company Limited and all of its subsidiaries, namely directors and senior executives, permanent employees at all levels, contract and temporary employees, as well as consultants, external workers, or contractors working on the Company’s premises (as appropriate). All personnel have a duty to comply with the guidelines of the Healthy Organization Policy and to participate in creating a working environment that jointly promotes well-being.

Practice Guidelines

The Company has established concrete practice guidelines as a standard for its operations, with a focus on building a strong organizational foundation through systematic care for its people, as follows:

1. Respect for Human Rights and Fair Treatment of Workers

The Company focuses on managing its people on a foundation of equality, without discrimination in any dimension, including recruitment, compensation, and career growth opportunities, upholding the value of each individual above differences in gender, age, religion, or social status, while upholding universal human rights, in order to create a working environment filled with fairness and human dignity, which is vital to attracting and retaining talented people in the technology industry.

2. Occupational Health and Safety Management

The Company is committed to creating a safe working environment that promotes good hygiene, by applying technology to proactively identify and assess risks in order to prevent accidents and occupational diseases, especially through care based on ergonomics principles and the management of work-related stress in high-pressure conditions, in order to reduce long-term health impacts on employees and build confidence in working under international safety standards.

3. Promotion of Holistic Well-being and Continuous Development

The Company integrates the Happy Organization concept to create a balance between life and work, by promoting employees' strong physical health, sound mental health, and financial security, alongside supporting a culture of lifelong learning to develop future skills, which will strengthen engagement with the organization and drive new innovations sustainably.

3.1 Labor Rights Protection and Standards (Labor Standards & Human Rights)

Manage personnel without discrimination in employment, compensation, and promotion, regardless of gender, age, religion, or social status, and uphold universal human rights principles in overseeing appropriate and fair working conditions.

3.2 Occupational Health & Safety

Conduct Health Risk Assessments for risks that may arise from work in technology fields, such as office syndrome, accumulated stress, or eye problems, and implement corrective actions and preventive measures. Develop the working environment in line with ergonomics principles,

safety, and good hygiene for employees' well-being, in accordance with SDG 3: Good Health and Well-being.

4. Management and Resources

The Company recognizes that building a sustainable healthy organization requires a clear management system, support from senior executives, and adequate allocation of resources. The Company therefore establishes an appropriate management structure, operating mechanisms, and resource support so that the Healthy Organization Policy can be implemented efficiently and produce concrete results.

5. Roles and Responsibilities

- 5.1 Board of Directors and Senior Executives: Oversee the policy, allocate sufficient resources to implement the healthy organization framework, and monitor well-being performance at the strategic level.
- 5.2 ESG Working Group and Healthy Organization Steering Committee: Responsible for translating the policy into action plans, setting key performance indicators (KPIs), communicating to employees, and organizing well-being promotion activities on an ongoing basis, as well as continuously monitoring, collecting data, and reporting performance to the Board of Directors.
- 5.3 Supervisors at All Levels: Responsible for caring for, observing, and supporting work-life balance within their teams, as well as setting a good example.
- 5.4 All Employees: Cooperate by participating in activities, taking care of their own health, and helping to create a good working environment.

6. Goal Monitoring and Reporting

The Company requires well-being performance to be evaluated through Key Performance Indicators as follows:

6.1 Physical Health Dimension

Focus on reducing health and disease risks and promoting employee strength.

- Sickness Absence Rate: Track the average number of sick leave days per person per year to assess the overall health of employees.
- Percentage of Employees with Normal Health Screening Results: Measure the proportion of employees whose body mass index (BMI), blood pressure, and blood sugar levels are within normal ranges.

- Total Recordable Incident Rate (TRIR): An indicator of workplace safety and occupational health.

6.2 Mental & Emotional Well-being Dimension

Focus on stress management and creating job satisfaction.

- Employee Happiness or Satisfaction Score (Employee Happiness Index): Measured through an annual survey.
- Work-related Stress Level: Use standard mental health assessments to monitor trends in accumulated stress.
- Mental Health Benefits Utilization Rate: For example, the number of counseling sessions through the Employee Assistance Program.

6.3 Social & Organizational Environment Dimension

Create a supportive atmosphere that promotes work-life balance.

- Turnover Rate: Particularly resignations caused by dissatisfaction with the working environment.
- Employee Engagement Score: Reflects the sense of belonging and the support employees receive from the organization.

The Company will transparently report its performance through the annual report (Form 56-1 One Report) or the annual Sustainability Report to communicate with all stakeholder groups.

Policy Review

This policy will be reviewed at least once every two years, or when there are significant changes in laws or the business context.

This policy is effective from August 4, 2026 onwards.

-Raj Tanta-nanta-

(Mr. Raj Tanta-nanta)

Chairman of the Corporate Governance and Sustainability
Committee

Approved by the Corporate Governance and Sustainability
Committee Meeting No. 1/2026 on August 3, 2026