

OCCUPATIONAL HEALTH AND SAFETY POLICY

1. OUR COMMITMENT

Minor International PCL (“MINT” or the “Company”) is a global company focused on three core businesses: hospitality, restaurants, and lifestyle. We do our utmost to deliver best products and services to our customers while committing to help mitigate environmental, social, and governance issues throughout our value chain. We strive to continually prevent, minimize, and control workplace hazards that could result in negative impacts to employees and contractors in our operations as well as to promote good health and well-being among them.

1.1 Purpose

The purpose of this occupational health and safety policy (“Policy”) is to outline the framework of occupational health and safety (OHS) to ensure the Company conducts our businesses in the way that prevent, minimize, and control workplace hazards that could lead to negative impacts to employees and contractors as well as promoting good health and well-being among them in all our operations.

1.2 Scope and Applicability

This Policy applies to Minor International PCL, all business units, divisions, and offices, across all jurisdictions where we operate, including any subsidiaries and affiliates entities in which the Company has interest and operational control.

To ensure that this Policy is embedded in the company’s culture, it places duty and accountability to executives and employees at all levels to be role models and to adopt the principles in this Policy into actions.

1.3 Roles and Responsibilities

The Sustainability & Risk Management Oversight Committee is entrusted by the Board of Directors to assist in fulfilling its obligations regarding occupational health and safety management system (OHSMS). The delegated responsibility is to provide oversight and advise on the OHS risk management practices. The

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Sustainability & Risk Management Oversight Committee also monitors OHS risk registers for alignment with approved risk appetite and strategy.

The Sustainability Committee is responsible for providing oversight and advising on the OHS risk management practices group-wide and in Business Units. The Sustainability Committee also ensures alignment of OHSMS implementation across Business Units and drives performance to achieve OHS goals and operational excellence.

Business Units, led by Operations and Human Resources are responsible for effective implementation of OHSMS and for the promotion of health and well-being of employees within their operations towards the OHS goals.

2. OCCUPATIONAL HEALTH AND SAFETY POLICY

At MINT, we are committed to creating a safe and healthy working environment for our employees and contractors. We actively promote continuous improvement in OHSMS in order to prevent, minimize and control workplace hazards through the following:

1. Fully comply with applicable local OHS laws and regulations.
2. Drive continuous improvement of OHS process and performance by establishing objectives, strategies, indicators, and quantitative targets.
3. Manage OHS risks by putting in place measures to prevent, minimize and control those risks that can cause work-related accidents resulting in personal injuries and illnesses.
4. Enhance OHS awareness among employees and contractors through training, communication, and engagement by practicing good safety behavior and embedding safety into work culture.
5. Promote good health and well-being of employees by initiating programs concerning physical and mental health, family and community as well as providing relevant resources as appropriate.
6. Transparently disclose OHS information to employees, contractors and other stakeholders alongside allowing them to provide feedback and expectations for further continual improvement.

3. RELATED DOCUMENTS

- 1 [MINT Human Rights Policy](#)
- 2 [MINT Sustainability Development Policy](#)
- 3 [MINT Risk Management Policy](#)
- 4 [MINT Whistleblower Policy](#)
- 5 [MINT Team Members Code of Conduct](#)

4. ADMINISTRATION AND CHANGES

MINT Corporate Sustainability Department is responsible for administering this Policy in an independent, objective, and consistent manner. From time to time, this Policy may need to be changed to keep up with our values, best practices, improvements, as well as legislation and regulations. The responsibility of overseeing the implementation of this policy lies with the Sustainability Committee reporting quarterly to the Sustainability and Risk Management Oversight Committee. This policy is being communicated throughout our organization and is publicly available to all interested parties.

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