



## Health and Safety Policy

VST ECS Berhad and its subsidiaries (collectively known as “**VST ECS**” or “**the Company**”) prioritize health and safety compliance and are committed to creating a safe and healthy working environment across all our operations. We strive to ensure the safety of our employees, business partners, and visitors (collectively referred to as “stakeholders”) within our premises.

### Commitment to Health and Safety

Health and safety are fundamental to our operations and we are committed to cultivate health and safety as part of our work culture. Therefore, we utilise all the resources and attention to ensure health and safety practices are in place for our stakeholders.

This *Health and Safety Policy* forms an integral part of the Company’s Environmental, Social and Governance Sustainability Policy. Compliance of this Policy is mandatory.

### OSHA Compliance

Implementation of Occupational Safety and Health Act, 1994 (“**OSHA**”) is ingrained in our Standard Operating Procedures (“**SOP**”) and procedures to ensure full adoption and compliance for all operational activities.

We shall constantly strive to achieve the following in all aspects of our operations:

- Ensure compliance with the OSHA, OSHA amendments and other Occupational Safety and Health regulations as made thereunder; and
- Ensure SOP for operational activities are in place and periodically updated as and when required to ensure its suitability and relevancy on safe work environment.

### Promoting a healthy and safe work culture organisation

Our mission is ingrained in the management of our daily business, with commitment to achieve zero accident and mishaps.

Health & Safety Committee (“**H&S Committee**”) is committed to perform systematic identification of hazards and to manage them with appropriate risk aversion, procedures and actions.

The professionally developed Business Continuity Plan is in place to deal with unforeseeable events. Generally, employees have undergone trainings such as fire drills and Disaster Recovery Program. This approach also minimises threats to the business continuity, protecting all of our shareholders’ and stakeholders’ interests.

### Continuous education and training for our employees

Establishment of H&S Committee to review, establish and ensure compliance of H&S policy.

Quarterly H&S office, warehouse and office compound walk by H&S Committee and members to ensure continuous review of H&S best practices.

**Chairman, Health and Safety Committee**

February 2025