

OCCUPATIONAL SAFETY, HEALTH AND WELLBEING POLICY BANK SIMPANAN NASIONAL (BSN)

Bank Simpanan Nasional (BSN) recognises the importance of Occupational Safety and Health (OSH), road safety and wellbeing of BSN employees. For this purpose, we are committed to providing a safe and healthy working environment as well as safe service to all BSN employees customers, contractors and visitors.

In line with BSN's role as a national development financial institution (DFI), the Bank is committed to preventing workplace accidents, dangerous occurrences, occupational diseases and road accidents through systematic risk management and the cultivation of a generative culture, where OSH is a shared responsibility and is strengthened through sound leadership, active participation and continuous learning by BSN employees.

To demonstrate this commitment, BSN Top Management shall ensure the:

- 1) Full compliance with applicable legal requirements, guidelines, OSH standards and road safety.
- 2) Implementation of a robust OSH Management System and road safety integrated into the Bank's daily operations.
- 3) Systematic identification, analysis and management of OSH risks and road safety to prevent, reduce and eliminate hazards.
- 4) Continual improvement of the management system, OSH performance and road safety through enhanced knowledge and awareness, safe work processes and digitalisation.
- 5) Provision of adequate resources, systems, monitoring, information and training to ensure effective OSH management and road safety.
- 6) Transparent consultation and participation with BSN employees, contractors and relevant stakeholders related to OSH and road safety.
- 7) Consideration of the welfare and well-being of BSN employees and customers, including persons with disabilities (PWD).
- 8) Establishment of effective and efficient emergency response plans and recovery measures.
- 9) Conduct of transparent investigations and fair actions in relation to incidents, complaints, occupational diseases and road safety involving BSN employees.
- 10) Management of changes and new implementations by taking OSH and road safety risks into consideration and ensuring appropriate control measures are in place prior to implementation.

This policy shall be reviewed from time to time, and BSN reserves the right to amend it whenever necessary.

A handwritten signature in black ink, appearing to read "Mujibburrahman Abd Rashid", is positioned above a horizontal line.

MUJIBBURRAHMAN ABD RASHID

Acting Chief Executive

Date: 19/05/2026