

Sustainability Management Policy

Leo Global Logistics Public Company Limited

Sustainability Management Policy

Leo Global Logistics Public Company Limited ("The Company") is committed to be Thailand's Leading End-to-End Global Logistics Service Provider with sustainable growth and the first company of choice for customer, employees and investors by creating collaboration, trustworthiness, and value for stakeholders. Operation excellence, transparency to achieve the sustainable growth in three dimensions: Environmental, Social, and Governance whilst contributing to the realization of the Sustainable Development Goals. The key attributes of the policy are as follows:

Environmental

1. Create awareness and understanding about the relationship between business and the environment, significant environmental aspects that affect business operations, covering energy management, water, waste, waste and greenhouse gas management, as well as instilling it as part of the organization's culture and implementing it in a tangible way.
2. Promote and support efficient use of resources, including reducing and controlling the social and environmental impacts resulting from the operations of the Company, its subsidiaries, and relevant trading partners.

Social

3. Conduct the business responsibly. Respect the human rights principles. Protect labor rights, safety, health, and elevate working environment whilst continuously develop knowledge, skills, and competency of employees
4. Treat all stakeholders, including employees, executives, shareholders, investors, business partners, customers, business competitors, creditors, with fairness and respect. Avoid discrimination against any individual based on their race, religion, gender, age, or any other factor.
5. Conduct business with responsibility towards society and stakeholders, which will lead to the growth and development of both the Company and the community, and contribute to an improved quality of life.
6. The Company promotes the participation of activities that are beneficial to communities and society such as education, religion, sports, human resource development, employment promotion, and management of various community development projects.

Governance

7. Conduct business with transparency, adhering to the principles of good corporate governance. Consider the interests of all stakeholders and provide guidelines to prevent corruption, including supporting initiatives that encourage executives and employees to comply with relevant laws and regulations.
8. Provides a full range of worldwide logistics services with knowledgeable and skilled personnel who provide genuine customer service, under good corporate governance principles, while considering the economic, social, and environmental impacts.
9. Committed to comprehensive and all-around risk management, in order to prevent and minimize losses or impacts that may occur to the group of companies, communities, society, and the environment.
10. Emphasize improving and developing work processes and services throughout the value chain based on the principles of quality management throughout the organization to create a quality mindset among personnel in the organization, resulting in creating value for customers and generating long-term growth.

Sustainability Management Policy will take effect from January 24, 2025 onwards.

-Signature-

(Mr. Sanee Dangwung)

Chairman of the Board of Directors

Leo Global Logistics Public Company Limited