

Human Rights Policy

Leo Global Logistics Public Company Limited

Human Rights Policy

Leo Global Logistics Public Company Limited ("the Company") realizes the importance and responsibility to the society for conducting business responsibly and sustainably. Therefore, the Company adheres to and respects human rights principles as stipulated in national and international laws, rules and regulations, and standards, including the United Nations' Universal Declaration of Human Rights (UDHR), the UN Global Compact (UNGC), the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the UN Guiding Principles (UNGPs) on Business and Human Rights. To ensure that the Company's business operations are free from human rights violations, it deems appropriate to set up a human rights policy and practice guidelines to prevent human rights violations in all of the Company's direct business activities, as well as activities jointly with business partners and suppliers in the business value chain.

Scope

This Human Rights Policy is applicable to all business activities of the Company (employees, direct business activities, products and services) over which the Company has management control, such as the business of the Company, subsidiaries and joint ventures. In addition, the Company also expects and encourages those companies in which the Company does not have management control, such as associates and other invested companies, as well as business partners, suppliers, and other relevant stakeholders, to support and adhere to this Policy.

Definition

Human Rights means the fundamental rights of all human beings, regardless of differences in physical or mental characteristics, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, socio-cultural status, custom, or any other aspects according to the laws of each country and the treaties to which each country is obligated. Moreover, human rights also embrace the right to live, liberty, freedom from slavery and torture, freedom of expression and association, the right to work, and education, among others. All human beings have these rights equally without discrimination.

Employee means the Management team and employees at all levels and positions who perform duties under the Company's employment contracts.

Stakeholders refer to customers, business partners, suppliers, and other individuals involved in the Company's business.

Duties and Responsibilities

1. The Board of Directors

Has the duties to approve the Policy and practice guidelines, and govern & oversee human rights operations in accordance with national and international rules and standards. In addition, the BoD shall also review the Policy and acknowledge human rights performance reports, at least once a year.

2. The Corporate Governance and Sustainability Committee

Has the duties to specify and review the Policy and practice guidelines related to corporate governance, and environment, social, and governance (ESG) aspects, covering human rights issues. In addition, the Committee shall also encourage and monitor the implementation in accordance with human rights laws and practice guidelines. The Corporate Governance and Sustainability Committee shall review and acknowledge human rights performance reports presented by the Sustainability Working Team and relevant departments.

3. Sustainability Working Group, with the duties to

- Review the human rights Policy and practice guidelines to be submitted to the Corporate Governance and Sustainability Committee, and to be considered and approved by the Board of Directors, at least once a year, ensuring the Policy is current and updated according to the human rights criteria.
- Support, coordinate, follow-up, and report human rights performance to the Corporate Governance and Sustainability Committee and the Board of Directors, respectively, at least once a year.
- Conduct comprehensive risk assessments and Human Rights Due Diligence (HRDD) regularly every year, in collaboration with relevant entities and stakeholders, such as employees, business partners, suppliers, customers, and the community, etc., to identify and assess risks, and to specify preventive measures against probable human rights risks, including considering appropriate solutions and remedies for human rights impact. The Human Resources and Administration Department will present the information and assessment report, or issues with significant human rights implications to the Corporate Governance and Sustainability Committee, and report to the Board of Directors, respectively.
- Communicate and disseminate the Policy to employees and stakeholders, and organize training or activities to build knowledge, awareness, and understanding of human rights among employees.
- Listen to and coordinate the handling of complaints or concerns related to human rights through the channels and processes provided by the Company.

Practice Guidelines

1. The Company recognizes and respects human rights of the employees and all stakeholders involved in the Company's business operations. The Company treats everyone with respect, dignity, and equality in all aspects inclusively in terms of ideas and perspectives on various issues, such as the physical and mental characteristics, race, nationality, country of origin, ethnicity, religion, gender, language, age, skin color, education, socio-cultural status, custom, tradition, or any other status, without discrimination.
2. The Company will not engage in any action that violates human rights, especially forced labor, illegal migrant labor, child labor, human trafficking, and violations of personal data rights.
3. The Company respects the rights of customers, treating customers fairly and not violating their personal data.
4. The Company shall treat employees humanely, shall be free from violence, harassment, bullying, sexual harassment, physical or mental intimidation, or verbal abuse, and shall maintain high standards of health, safety, and a decent working environment.

5. the salient human rights issues.

The Company has identified and reviewed the salient human rights issues that may pose significant risks or impacts to employees, business partners, suppliers, and other related stakeholders throughout the value chain, considering the nature of the business, operational context, and relevant laws, as follows:

- Employment conditions, working hours, fatigue, and safety of drivers and logistics operation personnel
- Health and safety of warehouse and operation site
- Fair treatment of workers, without discrimination, harassment/bullying or abuse
- Labor practices of business partners and suppliers, including migrant workers
- Risks of forced labor, human trafficking, and child labor in the supply chain

The Company will use the results of the identification of these risks as a basis to specify appropriate preventive measures, risk mitigation measures, and management of human rights impact.

6. Human Rights Due Diligence (HRDD) Process

The Company, through its Sustainability Working Group, has established a Human Rights Due Diligence (HRDD) process as part of the risk management. Key steps consist of:

- Identifying and assessing probable human rights risks and impact that may arise from the operations of the Company, the activities of business partners and suppliers, and the value chain, to be carried out through the participation of relevant stakeholders to identify the issues of human rights risks and provide consultation to prevent and solve problems that may occur

- Establishing guidelines and measures to prevent or minimize human rights impact that may occur or have been detected in business processes, as well as clearly explaining best practice guidelines to avoid, prevent, and reduce such impact.
- Monitoring and assessing the outcome of implemented measures and regularly reviewing the HRDD process.
- Stakeholder engagement: Providing opportunities for employees, business partners, suppliers, and other relevant stakeholders to submit information, feedback or suggestions related to human rights issues.

The Company conducts a Human Rights Due Diligence (HRDD) assessment annually and reports the assessment results to the Corporate Governance and Sustainability Committee and the Board of Directors at least once a year.

7. Grievance Mechanism & Remedy for Human Rights Impact

The Company has set up a clear, fair, and easily accessible mechanism for receiving complaints or concerns regarding human rights for employees and internal & external stakeholders. The key principles are as follows:

- There are channels for receiving whistleblowing and complaints concerning human rights, which can be processed entirely anonymously. Complaints can be made via the following channels:
 - a. Directly, verbally or in writing
 - b. Via email: whistleblowing@leogloballogistics.com
 - c. Via the Company website: www.leogloballogistics.com , under the Whistleblowing section
 - d. By writing a letter to the complaint receiver, using this address:

Chairman of the Board and Independent Directors
Leo Global Logistics Public Company Limited
251-251/1 Soi Pakdee, Rama 3 Road
Bangkorlaem, Bangkok 10120, Thailand
 - e. If the complainant chooses to remain anonymous, the complainant must provide clear and sufficient factual details or evidence demonstrating that there is reasonable cause to believe that an act of fraud or violation of laws, regulations, the Company's articles of association, or the Company's code of conduct has occurred.
- To ensure fairness and protect internal and external whistleblowers who report or complain concerning human rights violations related to the Company, by implementing confidentiality measures for whistleblowers or those who cooperate in reporting human rights violation matters
- To conduct investigations of the complaints independently, thoroughly, within an appropriate timeframe.

- If it is found that the Company has caused or contributed to a human rights violation, the Company shall take appropriate corrective and remedial action on the impact, such as compensation or rehabilitation, etc., and establish measures to prevent recurrence.

8. Supporting and Promoting Respect for Human Rights in the Company's Supply Chain (Supply Chain Enforcement)

- Communicate the Policy on core human rights and labor standards to business partners and suppliers.
- Integrate human rights and labor issues into the performance assessment of business partners and suppliers regarding the environmental, social, and governance (ESG) aspects.
- Assess and monitor labor and human rights risks of business partners and suppliers according to risk levels.
- Specify amendment and improvement if non-compliance cases are found, and consider appropriate measures if not possible to correct.

9. Human Rights Communication and Training

The Company shall communicate the Human Rights Policy to all employees enterprise-wide, as well as business partners, and suppliers throughout the supply chain. In addition, appropriate training on knowledge of practice guidelines in recognizing human rights shall also be conducted for employees and management, especially supervisors, to equip them with the knowledge to manage complaints of human rights violations.

10. The Company shall monitor and oversee the respecting of human rights and shall not ignore or disregard any action that constitutes human rights violations. Any violation must be reported to the supervisor or person responsible for this matter, and the Company shall cooperate in investigating the facts. Any doubt or question should be directed to the supervisor or person responsible for this matter through the specified channels. The Company shall set up measures to protect complainants and those who cooperate in reporting human rights violation matters.
11. Any person committing human rights violations shall be considered a breach of business ethics and shall be/is subject to disciplinary action according to the Company regulations, and may also be punished under the law if the action is illegal. Lack of knowledge of this Policy and/or related laws **cannot** be used as an excuse for non-compliance.

This Human Rights Policy is effective as of May 15, 2026.

-Signature-

(Mr. Sanee Dangwang)

Chairman of the Board of Directors

Leo Global Logistics Public Company Limited