

Announcement of Index Living Mall Public Company Limited
on Human Resource Management Goal

Index Living Mall Public Company Limited and its subsidiaries (the "Company") prioritize employee engagement because "employees" are a crucial driving force for the organization. The Company is attentive to employees. The employee engagement evaluation, cooperation from all parties, and employee feedback were incorporated in creating a corporate vision that is capable of generating long-term results, which can be extended to the vision of personnel and the organization, as employees are a critical component that promotes sustainability.

The Company also prioritizes and recognizes the importance of developing personnel in regard to skills, job satisfaction, and knowledge development to enable employees to operate at their maximum capacity. This is achieved through assessments, analysis, and the organization of learning formats that are aligned with the job position through workshops, classrooms, online courses, project assignments, projects, and monitoring processes.

Human Resource Management	Indicators	Unit of Measurement	Goals in 2026
1. Employee Engagement	The average score from the employee engagement questionnaire	percentage	85%
2. Personnel Development	Number of training hours	Number of hours per person per year	12 hours

This will be in effect from February 1, 2024 or until a change is made.

Announced on February 1, 2024

-Kridchanok Patamasatayasonthi-

(Kridchanok Patamasatayasonthi)

Managing Director