

Safety, Occupational Health, and Working Environment Policy

The Index Living Mall Public Company Limited and its subsidiaries ("the Company") are committed to conducting business in a sustainable manner, with a focus on the health and safety of employees and stakeholders throughout the business value chain. The Company is dedicated to achieving zero work-related accidents, injuries, illnesses, and diseases. Therefore, the following policies and guidelines were established for the safety, occupational health, and working environment:

Scope

Safety, occupational health, and working environment policy applies to all executives and employees and encompasses the Company's operations. Stakeholders in the business value chain are expected to endorse and implement this policy.

Definitions

"Value Chain" refers to the activities that are interconnected and related throughout the Company's business operations, intending to jointly generate value-added products and services for customers. There is a value creation process that is connected and continuous, similar to a chain.

"Stakeholder" refers to any individual or group of individuals that is directly or indirectly impacted by the Company's operations, regardless of whether the impact is positive or negative, as well as society, community, and environment.

Safety, Occupational Health, and Working Environment Policy

1. Conduct the Company's business and activities in compliance with the laws, regulations, requirements, and international environmental standards that the Company is involved with, while also consistently monitoring, reviewing, and following up on operations.
2. Commit to achieving a high level of safety, occupational health, and working environment. Ensure the safety of employees and stakeholders by being watchful and committed to the prevention and control of potential work-related accidents, injuries, and illnesses in accordance with the standards required by relevant laws.

3. Manage risks associated with safety, occupational health, and working environment to reduce and control accidental risks. Establish measures to monitor the procedures in order to eliminate or mitigate the risk of accidents as well as establish measures for emergencies.
4. Set objectives, indicators, and goals for safety, occupational health, and the working environment, including strategies, plans, or projects to continuously enhance management efficiency
5. Raise awareness and provide training, counseling, and knowledge development for employees, relevant working groups, and stakeholders regarding safety, occupational health, and working environment. Provide resources and support to ensure the well-being and safety of employees.
6. Disclose performance in regard to the safety, occupational health, and working environment through Form 56-1 One Report and the Company's website.

Operational Goals for Safety, Occupational Health, and Working Environment

Indicators	Unit of Measurement	Goals for 2024 - 2027
1. Employees		
1.1 Fatal Work Injury Rate	(persons)	0 cases
1.2 Lost Time Injury Frequency Rate (LTIFR)	(person per one million hours worked)	Decrease 20% in 2027 compared to the base year of 2023
2. Contractors and Suppliers		
2.1 Fatal Work Injury Rate	(persons)	0 cases
2.2 Lost Time Injury Frequency Rate (LTIFR)	(person per one million hours worked)	Decrease 10% in 2027 compared to the base year of 2023

Note: The fatal work injury rate of suppliers is based on the number of fatal injuries of product consultants working in the Company's area.

Performance on Safety, Occupational Health, and Working Environment in 2023

Target	Performance
1. Employees	
1.1 Fatal Work Injury Rate of Employees	0 cases
1.2 Lost Time Injury Frequency Rate (LTIFR)	7.09 people per one million hours worked
2. Contractors and Suppliers	
Fatal Work Injury Rate of Contractors and Suppliers	1 case

Guidelines

1. A safe corporate culture encompasses the management of safety, occupational health, and working environment. It is the responsibility of executives and employees at all levels to ensure workplace safety.
2. Conduct hazard identification and evaluate risk factors for hazards in operational activities and areas. Define safe operating procedures, monitor, review, correct defects, and report results to the responsible executive in a systematic and continuous manner.
3. Provide resources for the management of a safe working environment, and allocate adequate and appropriate tools, safety equipment, and personal protective equipment for workers.
4. Executives and employees are required to report work-related accidents or illnesses to their supervisors in a systematic and continuous manner. An investigation must be conducted to determine the cause of the accident and establish preventive measures to prevent similar incidents in the future.
5. Organize employee training programs to develop skills and knowledge for employees, encouraging employees to express opinions and give recommendations on the management of safety, occupational health, and working environment.

This policy will be in effect from February 1, 2024.

Announced on February 1, 2024

-Kridchanok Patamasatayasonthi-

(Miss Kridchanok Patamasatayasonthi)

Managing Director