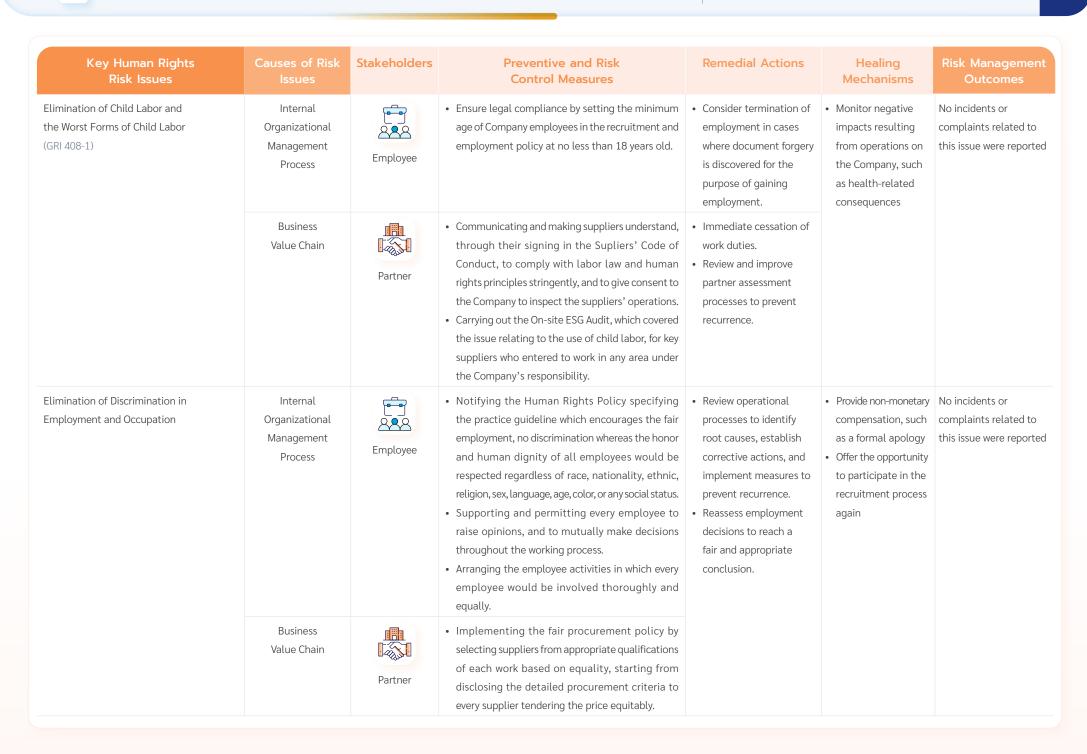


## Human Rights Due Diligence Results in 2024

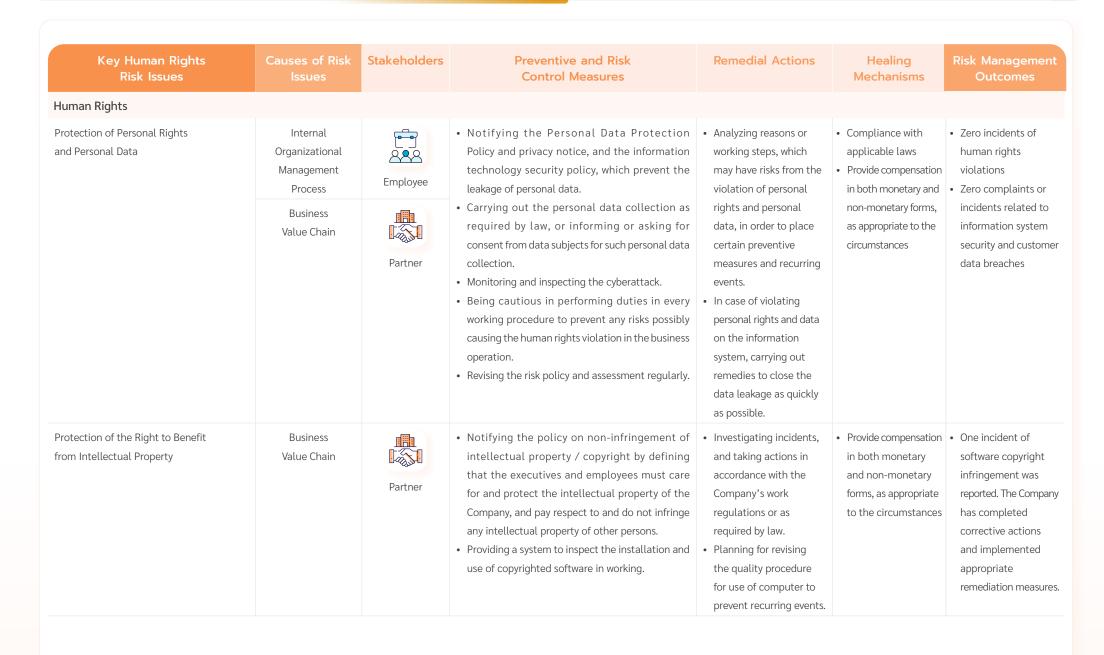
The Company carried out the Human Rights Due Diligence in self-assessment form (HRDD Self-Assessment). The HRDD scope was defined comprehensively to cover all related business activities and stakeholders, e.g., employee, supplier, and community, etc. The issues relating to human rights, preventive measures, risk control, remedy guideline, remedy mechanism, and risk management results of the Company were summarized below.

Key Human Rights Risk Issues	Causes of Risk Issues	Stakeholders	Preventive and Risk Control Measures	Remedial Actions	Healing Mechanisms	Risk Management Outcomes
Labor Practices						
Recognition of Freedom of Association and Protection of the Right to Collective Bargaining	Internal Organizational Management Process	Employee	<ul> <li>Notifying the Human Rights Policy in which the practice guideline is specified. By this policy, the employees are entitled to form a group to peacefully negotiate for their benefits and employment conditions under procedures of the Labor Relations Act and other related labor laws.</li> <li>Setting up the Welfare Committee in the Workplace as the representative to communicate between employees and the Company. The members of the Welfare Committee are elected by the Company's employees.</li> <li>Arranging meetings for mutual discussion and suggestions between the Welfare Committee in the Workplace, the Employee Club, and Company representatives on every 3-4 months.</li> <li>Carrying out the corporate commitment assessment for employees in every 2 years to find out their opinions and concerns about joint working in the organization. The assessment result shall be further used to improve the human resource management system.</li> </ul>	<ul> <li>Inspecting the operating procedure to find out the causes. The Company's representative(s) shall be appointed to jointly negotiate with the Welfare Committee in the Workplace as the employee representative(s) to reconcile and find out the resolution together based on laws and fairness of both parties.</li> <li>Stipulating preventive measures to avoid any recurring event.</li> </ul>	Compliance with legal requirements     Compensation provided in both monetary and non-monetary forms	No incidents or complaints related to this issue were reported









Overview



Appendix

The Company determines that the key risks associated with human rights shall be monitored and revised every year through the human rights due diligence with an aim at monitoring, assessing, and establishing the measures to make those risks stay at the acceptable level. The results of human right risk management shall be reported to the Sustainable Development Working Group so that it would further shape the human right direction.

## 3. Promoting Equal Opportunity in Careers

About LOXLEY

The Company is committed to operating with policies that comply fully with laws, rules and regulations related to social management. Including respecting Human Rights for everyone throughout the business value chain. Examples include: managing in a way that provides equality and fairness to all personnel, supporting the development and improvement of employees' capabilities and quality of life through various training courses in both work and life related areas and providing welfare and safety for employees.

With regards to respecting Human Rights Principles, the Company respects and treats all stakeholders fairly on the basis of human dignity without discrimination of origin, race, skin color, age, gender, etc. The Company treats all employees and workers fairly; providing appropriate compensation and welfare benefits according to labor laws. In addition, the Company supports employment for people with disabilities, helping to provide opportunities to create careers and better lives. Lastly, the Company has set measures to protect the personal information to ensure the security and privacy of personnel. A summary of the operational guidelines can be found below:





