



At CEO/96-002/2024

## Announcement

### No Gift Policy

Loxley Public Company Limited and its subsidiaries are committed to conducting business with ethics, social responsibility, and fair treatment of stakeholders in accordance with business ethics and principles of good corporate governance. The Company has issued a corporate governance policy, an anti-corruption policy, and a business code of ethics as guidelines for the conduct of executives and employees. Additionally, a policy requesting cooperation in refraining from giving/receiving gifts has been in effect since November 11, 2019.

To ensure clarity in implementation and prevent risks that may arise from transactions that could lead to corruption and fraud in operations, the Company has reviewed and implemented the “No Gift Policy” to ensure that business decisions that may carry risks of corruption and fraud are carefully considered and handled.

Loxley Public Company Limited and its subsidiaries request that all personnel within the group comply with the policy by refraining from giving/receiving gifts, souvenirs, presents, assets, or any other benefits arising from the performance of duties with customers, business partners, and stakeholders during holidays or any other occasions. Personnel are also required to inform external parties of this No Gift Policy.

In cases where it is not possible to refuse the receipt of gifts, souvenirs, presents, assets, or other benefits and they cannot be returned, employees are requested to gather the received gifts and complete a gift receipt report. This should then be submitted to their immediate supervisor for consideration and donation to charity or public benefit purposes.

The Company, therefore, requests the cooperation of all executives and employees of Loxley Public Company Limited or any legal entity that Loxley Public Company Limited owns or holds more than 50% of the voting shares, whether directly or indirectly, or over which the Company has control, to support and comply with this policy.

This shall be effective from November 15, 2024.

Announced on November 25, 2024.

(Suroj Lamsam)

Chief Executive Officer and Managing Director