

## **Company Announcement**

### **Hiring and Procurement Policy**

Hiring and procurement is a critical process supporting the business of Land and Houses Public Company Limited. Therefore, to ensure that business is compatible with the guidelines for sustainable development with due regard for the prevailing environment, society, and corporate governance, the Company has prescribed this policy to ensure that its hiring and procurement process is efficient and effective, commanding uniform practices. The policy also fosters confidence among stakeholders through transparent, fair, and accountable hiring and procurement, highlighted below:

1. Conduct hiring and procurement with due regard for quality, prices, services, and timely response. It values both efficiency and effectiveness, as well as responsibility towards the environment, society, and corporate governance for the Company's optimal performance.
2. Conduct hiring and procurement with a focus on business ethics, fair dealings with suppliers, maintaining mutual benefits with suppliers strictly according to the pledges given to them, treating suppliers with equality, as well as willingly receiving comments and recommendations from them.
3. Conduct hiring and procurement with transparency, fairness, accountability, strict compliance with applicable rules, regulations, and laws, risk management and sound internal control, as well as supervising suppliers against the Company's code of conduct for suppliers, as part of the sustainable supply chain management.
4. Prepare hiring and procurement procedure and methods which are fair, equal, and non-discriminatory for all sectors.
5. Focus on managing supplier, relationship building and capability strengthening for continuous joint development.
6. Promote hiring and procurement with close attention to society and green activities while supporting the use of products made from renewable and environment-friendly resources.

All executives and employees are strictly responsible for the active support, drive, and implementation under the policy and scope of the Company's hiring and procurement management.

This hiring and procurement policy is effective from May 11, 2023.

Naporn Sunthornchitcharoen  
Chairman of the Board of Directors  
& Chairman of the Executive Committee