



(Translation)

## Supplier Code of Conduct

### Saha Pathana Inter-Holding Public Company Limited

Saha Pathana Inter-Holding Public Company Limited (“The Company”) is committed to advancing Thailand's business and economic growth by fostering and maintaining a balance between industry and surrounding communities to ensure high-quality coexistence. This approach aligns with principles of good corporate governance, social and environmental responsibility in line with the Company's quality policy: **“Good People, Good Products, Good Society.”** The Company emphasizes consideration for all stakeholders across the value chain. The Company has established a Supplier Code of Conduct, providing standards and guidelines for the Company's suppliers and ensuring sustainable growth together, key principles include:

#### Anti-Corruption

Conducts business based on integrity, honesty, transparency, and accountability. It adheres to laws and regulations related to business operations, strictly opposing all forms of corruption, whether direct or indirect. This ensures no unfair advantages or undue benefits are gained, fostering a fair business environment.

#### Conflict of Interest

Do not take any actions that create personal benefits or advantages for related persons using their positions, duties, or opportunities, preventing conflicts of interest.

#### Intellectual Property Respect

Conducts business with respects for intellectual property rights and ensures business operations are conducted with caution to avoid any violations of such rights.

#### Human Rights Protection

Comply with labor protection laws and other relevant legislation, avoiding any actions or support for activities that violate human rights. This includes the prohibition of forced labor and illegal labor. Employees are treated fairly and without discrimination based on differences in race, religion, age, gender, marital status, political beliefs, disability, or other legally protected characteristics. The Company also ensures fair and appropriate payment of wages and benefits to employees.

#### Occupational Health and Safety

Provide a safe and healthy working environment, minimizing and controlling risks of accidents and health impacts that may arise from operations, transportation, and services. There are guidelines in place to manage emergency or abnormal situations to prevent losses. This includes strict adherence to relevant legal regulations.

Ensures the availability of personal protective equipment suitable to the level of risk, which is maintained in a ready-to-use condition.



Do not disclose or use confidential information of customers or business partners for personal benefit without permission, unless it is required by legal provisions.

#### Fair Competition

Do not take any actions that obstruct, hinder, or prevent opportunities for fair business competition. It avoids exploiting or gaining an unfair business advantage contrary to ethical practices.

#### Environmental Responsibility

Conduct business that is environmentally friendly, preserving the environment and implementing efficient use of natural resources. Efforts are focused on minimizing impacts on the environment in accordance with the 3Rs principle: Reducing usage, Reusing materials, and Recycling resources, while also embracing Replenishment.

The Company requests that its suppliers acknowledge and strictly adhere to the Supplier Code of Conduct to foster sustainable growth together.

This Supplier Code of Conduct was approved by the resolution of the Governance and Risk Management Committee Meeting No. 2 (Board #8) on February 15, 2023, and has been effective since February 16, 2023.

Nophorn Bhongsvej

(Mr. Nophorn Bhongsvej)

Chairman of Good Governance and Risk management Committee

Acknowledgment by Supplier with Company Seal

I hereby confirm that I have acknowledged the Supplier Code of Conduct of Saha Pathana Inter-Holding Public Company Limited. I will study and understand the guidelines outlined in this document to apply or adapt them in business operations for mutual sustainable business development in the future.

Supplier: .....

Address: .....

Signature .....

(.....)

Position .....

Date .....