



Supplier Code of Conduct

The English translation is provided for informational purposes only.

In the case of a discrepancy, the Thai version will be effective

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1. Definitions

The Company	means	Stecon Group Public Company Limited and its affiliates
Supplier	means	Vendors, freelancers, service providers, contractors, transportation service providers, lessors, and conditional seller of goods or services to the Company.

2. Introduction

The Company recognizes the importance of sustainable business development and growth. Therefore, the Company has established policies and guidelines for conducting business responsibly for **Economics, Social, Environment, and Good Corporate Governance**, with concern for all groups of stakeholders in accordance with international standards and as prescribed by the Securities and Exchange Commission and the Stock Exchange of Thailand.

To support the Company's stakeholders, particularly suppliers as one of the Company's main stakeholders, and conducts business according to the same sustainable development guidelines. Therefore, a **Supplier Code of Conduct** has been established to encourage suppliers to use the code as a guideline for conducting business together. Supplier Code of Conduct has been organized based on ethical and moral principles, relevant laws and guidelines prescribed by the Securities and Exchange Commission and the Stock Exchange of Thailand.

3. Supplier Code of Conduct

3.1 Good Corporate Governance and Business Ethics

The Company recognizes the importance of Good Corporate Governance with the belief that Good Corporate Governance will enhance excellence in both work and management processes, which will improve the business performance for credibility and acceptance among all groups of stakeholders. In addition, the Company has established a Code of Conduct to be followed by Directors, Management, and Employees as guidelines in the performance of work with transparency, honesty, and trustworthiness for promoting the Company's good corporate governance and sustainable development and growth. Thus, the Company expects suppliers to conduct business as follows:

- Information Disclosure

Suppliers are required to disclose their information to the Company accurately and completely in compliance with the law, not performing any action limiting the rights or involving unfair conditions for the Company.

- Business Information Confidentiality

Suppliers are required to maintain the confidentiality of the Company's business information in accordance with mutual agreements and will not disclose the information to others for the purpose of benefit, which includes not violating the confidentiality of the information of others.

- **Fair Business Competition**

Suppliers must promote fair competition by complying with laws, guidelines, and relevant criteria for participating in bidding competitions, which includes not taking any action to set a monopoly price/limit a selling price, or set fixed conditions. In addition, suppliers must not cooperate with other suppliers in any way that would allow those suppliers or other suppliers to obtain work from the Company (bid rigging).

- **Anti-corruption**

Suppliers must conduct their business with fairness, transparency and compliance with laws, rules, regulations, announcements, orders, and regulations related to business conduct without supporting corruption, corruption, and giving or acceptance of bribes in any form.

- **Intellectual Property**

Suppliers must give importance to non-infringement of intellectual property rights and comply with laws related to intellectual property or copyrights, to consider products or services to be used in business operations such as products, equipment, tools or information technology, etc., all of which must be verified for not infringement upon the intellectual property rights of others.

3.2 Labor Practice and Human Rights

The Company gives importance to the human rights of its personnel and people involved in its business, respecting the rights of individuals as required by law and not taking any action or conducting business that violates human rights. Therefore, the Company expects its suppliers to operate as follows:

- **Labor Law Compliance**

Suppliers must treat workers in correct and complete compliance with labor laws.

- **Labor Protection**

Suppliers are required to act responsibly as employers treat employees and ensure that employees are properly protected by law. Labor must be aged no less than 15 years. In cases involving employment of child labor aged 15 years and up, but not over 18 years old, workers must receive protection, wage, benefits, or any other matters as required by law in all respects.

- **Labor Force**

Suppliers must not use or benefit from any form of forced labor, including physical punishment, coercion, detention, threats, harassment, human trafficking, or violence.

- **Employment and Termination**

Suppliers are required to practice fair employment in accordance with the principles of respect for human rights, respect for diversity, non-discrimination, no unfair employment restrictions on the grounds of gender, ethnicity, religion, or disability, no employment of illegal, and no child labor by engaging in correct employment and termination in compliance with the law.

- **Wages and Benefits**

Suppliers must pay remuneration, benefits, and welfare to employees as prescribed by law, including the establishment of a welfare committee in the workplace with representatives of employees who have roles and duties in negotiation as required by law.

3.3 Environmental Concerns

The Company is committed to environmental management in various aspects such as air quality, noise management, water quality management, waste management, climate change and greenhouse gas management, energy management, and efficient use of resources with consideration given to the problem of climate change to serve as a guideline for business conduct by taking into account the treatment and prevention of environmental impacts. Therefore, the Company expects its suppliers to act as follows:

- **Environmental Management**

Suppliers must strictly comply with laws, regulations, and standards related to the environment in addition to promoting and raising awareness among business operators in with consideration given to reducing environmental impacts, efficient use of resources and selection of eco-friendly products and services.

3.4 Safety, Occupational Health and Workplace Environment

The Company adheres to the policy that complete work success must always come with the safety of all employees and workers, including all participants. Therefore, the Company expects its suppliers to act as follows:

- **Safety, Occupational Health and Workplace Environment**

Suppliers must strictly comply with relevant laws, regulations, and standards governing safety, occupational health and workplace environment and will provide adequate and appropriate personal protective equipment for their workers. In addition, suppliers must encourage workers, educating and motivating employees for safe work to reduce the likelihood of work-related injuries, illnesses, accidents and emergencies.

- **Preparations for Emergency Situations**

Suppliers must assess situations and emergencies, planning and formulating guidelines for response to the aforementioned situations and emergencies in addition to communicating and training operators to ensure that operators immediately understand and are able to handle correctly and safely whenever an emergency situation arises.

3.5 Participation and Sustainable Social Development

The Company conducts its business with social responsibility and has work standards that minimize potential impacts on society as a whole and those involved in the Company's business. This includes employees, suppliers, customers, and communities. In addition, the Company also places

importance on social assistance in various aspects such as education, relief for victims, etc. Thus, the Company expects suppliers to act as follows:

- **Partners must cooperate with the Company and community in community development aimed at creating a sustainable social development environment together.**

Suppliers must conduct their business with awareness of potential impact on surrounding communities/societies, setting guidelines for community/social engagement in order to develop or create better well-being for the community/society in various ways in order to lead to sustainable development.

4. Contact Channel for Inquiries and Whistleblowing

All stakeholders can whistleblowing corruption, and giving or acceptance of bribes, violations of laws or codes of conduct or the Company's policies, or complaints on infringement, or inquiries or opinions on the Company's business operations. The Company provides the following channels:

Audit Committee

Address: Stecon Group Public Company Limited

32/59-60 Sino-Thai Tower, 29th-30th Floor, Sukhumvit 21 Road (Soi Asoke)

Khlong Toei Nua, Wattana, Bangkok 10110

e-mail address: auditcommittee@stecongroup.co.th

Phone: 02-610-4900 Ext. 1530

This Supplier Code of Conduct was approved by the Board of Directors meeting No. 2/2025 on March 14th, 2025 and be effective from March 14th, 2025 onwards.

Announced on 14th March 2025

- Vallop Rungkijvorasathien –

(Mr. Vallop Rungkijvorasathien)

Chairman of the Board of Directors

Stecon Group Public Company Limited