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Announcement
No. HR. 002/04/2026

Supplier Code of Conduct

Thai Group Holdings Public Company Limited

Documentation and Revisions

No.	Approval Date	Description
1	25 March 2024	Original Version
2	26 March 2025	Revised with additional details to align with the 2025 FTSE Russell ESG Scores assessment and to strengthen the disclosure of business operations in relation to the three key pillars of responsibility: Environment, Social, and Governance (ESG).

Responsible: Compliance Department

Endorsed by: Corporate Governance and Sustainability Committee on 20 March 2026

Approved by: Board of Directors on 26 March 2026

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Supplier Code of Conduct

Thai Group Holdings Public Company Limited

1. Introduction

Thai Group Holdings Public Company Limited (“the Company”) is committed to conducting its business in accordance with the principles of good governance, transparency, integrity, and responsibility toward society, the environment, and all stakeholders. The Company recognizes that its suppliers are an essential part of the Value Chain and play a significant role in the organization's sustainability growth. Therefore, the Company has established this “**Supplier Code of Conduct**” to define the framework and standards for suppliers’ business operations in alignment with international standards and applicable laws, and ESG principles (Environmental, Social, and Governance). This Code aims to promote sustainable business development (ESG) and long-term mutual growth between the Company and its suppliers.

At the Board of Directors’ Meeting No. 2/2026 held on 26 March 2026, the BOD resolved to revoke Announcement No. HR. 008/04/2024 regarding Supplier Code of Conduct of Thai Group Holdings Public Company Limited, dated 25 March 2024, and approved this revision Supplier Code of Conduct to serve as the updated guideline.

2. Scope of the Supplier Code of Conduct

This Supplier Code of Conduct applies to the suppliers of the Thai Group Holdings group, which refers to the business group of Thai Group Holdings Public Company Limited, its subsidiaries, associates, and other entities over which the Company has control.

If any provision of this policy conflicts with applicable laws and/or Company's regulations, compliance shall be based on such laws and/or regulations on a case-by-case basis. In the event of any uncertainty, employees are advised to seek guidelines or consultation from Company's Compliance Department prior to taking any action.

3. Definitions

This Supplier Code of Conduct applies to business partners of Thai Group Holdings Public Company Limited., including supplier, contractors, service providers, subcontractors, and any other parties providing goods and services to the Company.

4. Supplier Code of Conduct of Thai Group Holdings

Business partner shall conduct their operations with honesty, integrity, ethical standard, and social responsibility under good corporate governance to foster confidence and trust in conducting business together. Business partners are encouraged to follow these best practices:

4.1 Business Integrity

Business partner of Thai Group Holdings shall conduct business with honesty, integrity ethical standard, and social responsibility under good corporate governance practices to build trust and confidence in mutual business operations. The Company encourages the following practices:

- 4.1.1 Comply Strictly with applicable laws, regulations and requirements related to business operations.
- 4.1.2 Conduct business on the basis of fairness, honesty, integrity, ethics, and transparency, including with strict compliance with all applicable laws and regulations. Suppliers must not engage in any form of corruption, or bribery, whether by offering, promising, giving, demanding, or accepting money, assets, or any other benefits from government officials, government agencies, private entities, or any person acting directly or indirectly on behalf of such entities, in order to influence actions or omissions in violation of the Company's Anti-corruption Policy.
- 4.1.3 Not participate in or support any form of unfair business competition, such as price-fixing (collusion) or any other practices that distort market mechanisms or create unfair trade competition.
- 4.1.4 Conduct business responsibly, honestly, and with due consideration for the quality of products and services delivered.
- 4.1.5 Protect and maintain the confidentiality of Thai Group Holdings' information, including customer information and/or business partner information, to prevent leakage, loss, unauthorized disclosure, or improper use. Such information must not be used for personal gain without prior consent.

Furthermore, any activities involving personal data must comply with the Company's Privacy Policy, and all relevant laws, regulations and requirements imposed by regulatory authorities.

- 4.1.6 Respect the intellectual property rights of Thai Group Holdings and others. Intellectual property must not be infringed upon, disclosed, or used without authorization or consent, and may only be used for the purpose agreed upon in the contract.

4.2 Human Rights & Labor Standards

The Company and its suppliers shall respect fundamental labor rights and human rights principles by upholding human dignity, equality, and fairness without discrimination based on physical or mental conditions, race, religion, gender, age, education, or social status. Suppliers are encouraged to adopt the following practices:

Protection of Labor Rights:

- 4.2.1 Strictly comply with applicable labor laws, human rights laws, and relevant requirements of the countries where they operate, including but not limited to the Labor Protection Act B.E. 2541 and laws governing migrant workers.
- 4.2.2 Not engage in or support any activities that violate human rights, including the use of forced labor or illegal labor practices.
- 4.2.3 Employees must be treated fairly and without discrimination based on race, religion, age, gender, marital status, political views, disability, or any other legally protected status. Employees must also receive fair wages and benefits in accordance with applicable laws.
- 4.2.4 Supplier must not employ children under the age of 15. In cases where workers aged between 15 and 18 are employed, they must receive legal protection and must not be assigned hazardous work that could negatively affect their health, safety, or moral well-being. The employment of migrant workers must also comply fully with all applicable laws and regulations.

Wages, Benefits, and Working Hours:

4.2.5 Supplier must provide fair compensation to employee's capability and performance, including benefits required by law that meet at least the minimum legal standards. Overtime work or work on holidays must be voluntary, and employees must receive leave and rest days in accordance with legal requirements.

Prohibition of Forced Labor:

4.2.6 Suppliers and stakeholders must not participate in or support forced labor in any form, including physical punishment, intimidation, harassment, exploitation, human trafficking, or violence.

Termination of Employment

4.2.7 In case where employment termination is necessary, supplier must follow lawful and fair termination procedures in accordance with labor laws.

4.3 Environmental Management

Suppliers of Thai Group Holdings shall recognize the importance of responsible consumption and the efficient use of natural resources in all business operations that may directly and indirectly affect the environment. The Company encourages the adoption of appropriate environment practices as follows:

4.3.1 Strictly comply with all applicable environmental laws, regulations, rules and standards. Appropriate measures shall be implemented to prevent and minimize environment impacts arising from business operations in accordance with legal requirement.

- 4.3.2 Emphasize energy conservation and the efficient use of resources, while promoting environmentally and socially responsible businesses practices. This includes reducing the consumption of electricity, water, fuel, and paper, as well as minimizing the use of foam and plastic materials and reducing waste generation. The Company promotes the “1A 3Rs” principle, consisting of Avoid, Reduce, Reuse, and Recycle, in order to minimize environmental impacts and support long term sustainable business operations.
- 4.3.3 Establish appropriate waste and pollution management systems in compliance with applicable laws and regulations, including measures to reduce waste generation and promote recycling and reuse.
- 4.3.4 Participate in environmental protection initiatives through the efficient use of resources and by supporting sustainable environmental development, such as improving production processes to reduce greenhouse gas emissions.
- 4.3.5 Implement measures for the selection of supplier, contractors and service providers to ensure environmental responsibility throughout the supply chain. Relevant companies shall also be informed if hazardous materials or chemicals that may affect the environment are used in production or service operations. In addition, effective waste management plans shall be established in compliance with in legal requirements and without causing adverse impacts on community or society.

4.4 Corporate Social Responsibility

Suppliers are expected to conduct their operations in a manner that benefits both the economy and society. They must act as responsible corporate citizens by fully complying with all applicable laws and regulations, and related requirements. In addition, they should continuously support initiatives that enhance the quality of life within communities and society. Furthermore, they must encourage employees to develop a strong sense of social responsibility in order to foster a sustainable organizational culture.

4.5 Occupational Health, Safety & Working Conditions

Suppliers of Thai Group Holdings must recognize the importance of maintaining a safe, hygienic, and healthy workplace for employees in order to minimize risks related to workplace accidents and health impacts arising from operations. accidents, and health issues arising from operations. The following practice should be promoted:

- 4.5.1 Comply with all relevant laws, regulations, standards, and requirements related to occupational health and safety
- 4.5.2 Provide and maintain a safe and hygienic working environment, including measure to reduce and control risks associated with workplace accidents and health impacts that may result from operations, transportation, and services.
- 4.5.3 Emergency Preparedness: Suppliers must establish emergency preparedness plans to effectively respond to emergency situations. This includes installing fire prevention and suppression systems, reporting emergency incidents, conducting regular employee training and drills, and communicating safety measures to employees to ensure proper and timely responses during unexpected situations.

- 4.5.4 Provide appropriate and sufficient Personal Protective Equipment (PPE) that is maintained in a ready-to-use condition.

5. Training

Suppliers shall communicate the contents and principles of this Code of Conduct to employees, workforce, business partners, and contractors in order to promote ethical and sustainable procurement practices. Appropriate training related to this Code of Conduct should also be provided to employees, workforce, business partners, and contractors as necessary.

6. Whistleblowing Channels

If suppliers or stakeholders suspect or discover any conduct that may violate laws, regulations, or ethical standards, they may report such matters and submit supporting evidence through the following channels.

- **Email:** ztc@tgh.co.th
- **Postal Mail:** Attention: Chairman of the Audit Committee or Audit Committee Member,
Thai Group Holdings Public Company Limited,
315, 12th Floor, Thai Group Building, Silom Road, Silom Subdistrict, Bang Rak District,
Bangkok 10500.

The company shall conduct an investigation in accordance with established procedures and maintain written records of the investigation. The identity of whistleblower will be kept confidential, all complaints information will be treated with strict confidentiality. In addition, the Company has established clear measures to protect the whistleblowers.

7. Revision of the Supplier Code of Conduct

This Code shall be reviewed and revised annually or whenever there are significant changes. Any material amendments shall be communicated to all stakeholders accordingly.

The Supplier Code of Conduct must be reviewed and approved by the Corporate Governance and Sustainability Committee (CGSD) before being submitted to the Board of Directors for approval.

This Code shall become effective upon approval or from 26 March 2026 onwards.

Announced on 20 April 20 2026.

(Mr. Chotiphat Bijananda)

Chairman of the Executive Board

Thai Group Holdings Public Company Limited

Acknowledgment and Confirmation Form

I/We hereby acknowledge receipt of the Supplier Code of Conduct and agree to comply with all provisions relating to business operations with Thai Group Holdings Public Company Limited and its group companies. I/We shall also communicate these requirements to employees, workers and relevant personnel, and fully cooperate with the Company's assessment or monitoring process to ensure compliance with the intent of this Supplier Code of Conduct.

Company/Entity/Supplier Name:

Address:

Phone: Email:

(Signed) _____

Authorized Signatory

Position:

Date: