

SUPPLIER CODE OF CONDUCT
S P V I Public Company Limited

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Introduction

S P V I Public Company Limited (“the Company”) places importance on conducting business with integrity, transparency, and responsibility toward society and the environment. The Company recognizes that business partners play a critical role in driving the success and sustainability of the organization.

This Supplier Code of Conduct has been established as a guideline for conducting business together in a fair manner, with respect for human rights and responsibility toward all stakeholders. The Company is committed to encouraging suppliers to align their operations with the United Nations Sustainable Development Goals (UN SDGs) in order to jointly build a transparent, well-governed, and sustainable supply chain in the long term.

The Company believes that collaboration with suppliers whose operations are aligned with Environmental, Social, and Governance (ESG) standards serves as an important foundation for creating value across economic, social, and environmental dimensions. Such collaboration contributes to the sustainable growth of both the Company and society. Accordingly, the Company expects suppliers to recognize their shared responsibilities, comply with this Supplier Code of Conduct with integrity and transparency, and pursue continuous improvement to ensure effective and ethical business operations in all respects.

1. Business Ethics

1.1 Anti-Corruption and Conflicts of Interest

The Company encourages suppliers to recognize the importance of preventing corruption and conflicts of interest. Suppliers should comply with applicable laws and relevant international standards, refrain from offering or accepting bribes or unethical benefits, and disclose any actual or potential conflicts of interest, including personal relationships or financial interests, to ensure transparent and fair business practices.

1.2 Gifts, Gratuities and Hospitality

The Company encourages suppliers to recognize and comply with the Company’s policies and practices regarding gifts, gratuities, and hospitality. Suppliers should avoid offering or accepting any gifts, benefits, or entertainment that may create personal gain or improperly influence the decisions of employees, workers, or external auditors, thereby ensuring transparent and fair business operations.

1.3 Fair Competition

Suppliers shall conduct business in a fair and transparent manner, comply with competition laws and business ethics principles, and avoid any practices that may result in monopolistic behavior or unfair competition.

1.4 Protection of Confidential Information and Personal Data

Suppliers shall recognize the importance of protecting confidential information and personal data and implement appropriate measures or practices to safeguard such information, reduce the risk of data breaches or unauthorized access, and maintain the trust of business partners and stakeholders.

1.5 Product Responsibility and Quality Management

Suppliers shall place importance on product responsibility and quality management and implement appropriate measures or practices to ensure that products meet quality and safety standards, customer expectations, and applicable legal requirements.

1.6 Protection of Intellectual Property and Confidential Information

Suppliers shall respect intellectual property rights and copyrighted works of others and shall not misuse information or trade secrets for personal benefit or disclose them to unauthorized parties. Suppliers shall promptly notify the Company if they become aware of any unauthorized use of or access to information or intellectual property.

1.7 Cybersecurity

Suppliers shall implement appropriate measures or practices to maintain the security of their information technology systems, data, and networks, prevent unauthorized access or disclosure of information relating to the Company, and promptly notify the Company of any security incidents that may affect the Company's information or systems.

2. Human Rights and Labour Practices

2.1 Respect for Human Rights

Suppliers shall respect human rights throughout their business operations and treat employees, customers, communities, and other stakeholders equally and fairly. Suppliers shall not violate fundamental rights, including the right to safety, the right to privacy, and the right to access information relating to oneself.

2.2 Forced Labour

Suppliers shall not engage in any form of forced labour, whether directly or indirectly, including requiring work under unsafe conditions, withholding identity documents, or requiring individuals to work without appropriate compensation.

2.3 Child Labour

Suppliers shall comply with applicable labour laws regarding minimum working age. Suppliers shall not employ underage persons as employees or contractors and shall not involve children in production processes, service activities, or any work that may be harmful to their health or development.

2.4 Wages and Benefits

Suppliers shall provide employees with fair wages and benefits in accordance with applicable labour laws, including minimum wage requirements, working hours, and other legally required employee benefits.

2.5 Working Hours

Suppliers shall manage working hours in accordance with applicable laws and industry standards and clearly establish rest periods, meal breaks, weekly holidays, and statutory leave entitlements.

2.6 Non-Discrimination and Harassment

Suppliers shall maintain a workplace free from discrimination, harassment, and abuse in any form, including physical, psychological, and sexual harassment. Employment-related decisions, including hiring, promotion, and performance evaluation, shall be based on qualifications and suitability.

2.7 Freedom of Association and Collective Bargaining

Suppliers shall respect employees' rights to collective bargaining regarding appropriate wages and employee benefits.

3. Occupational Health, Safety and Working Environment

Suppliers shall implement appropriate measures or practices to maintain a safe and healthy working environment, prevent work-related accidents and hazards, establish emergency preparedness measures, and continuously monitor and improve such measures to ensure compliance with applicable laws and standards.

4. Community and Society

The Company encourages suppliers to implement measures or practices that demonstrate responsibility toward communities and society, minimize adverse impacts arising from their operations, support activities or projects that benefit communities, and comply with applicable laws and community requirements.

5. Environmental Management

5.1 Greenhouse Gas Management

The Company expects suppliers to recognize the environmental impacts arising from their operations, particularly Greenhouse Gas (GHG) emissions, and to consider implementing appropriate management measures, establishing emission reduction targets, and regularly monitoring and reporting GHG emissions and energy consumption.

5.2 Waste Management

The Company encourages suppliers to recognize their responsibility for waste generated from their operations and to implement appropriate waste management practices in compliance with applicable environmental laws and requirements. Suppliers should also regularly monitor and report waste management information in order to minimize environmental impacts and impacts on biodiversity.

5.3 Efficient Use of Energy

The Company encourages suppliers to recognize the importance of maximizing the efficient use of energy and resources by implementing measures to improve energy efficiency, including the management of electricity, water, and other forms of energy.

6. Product and Service Quality Standards

Suppliers shall implement measures or practices to control and deliver products and services that meet the quality standards and requirements specified in agreements or contracts and shall continuously monitor and improve quality performance.

7. Business Continuity Management

The Company encourages suppliers to establish business continuity plans or measures to ensure the continued delivery of products and services in the event of unforeseen circumstances, such as natural disasters, technical failures, or supply chain disruptions. Suppliers should regularly review and improve such plans to minimize impacts on the Company and its customers.

8. Supply Chain Collaboration

The Company encourages suppliers to promote and support compliance with the principles set out in this Supplier Code of Conduct throughout their own supply chains. Such principles serve as a common standard for fostering a responsible, transparent, and sustainable supply chain.

9. Whistleblowing and Grievance Channels

The Company provides secure and confidential channels for suppliers wishing to report misconduct, submit complaints, or raise concerns relating to suppliers or business operations. Information may be submitted through the following channels:

- Internal Audit Department

S P V I Public Company Limited No. 2 Premier Place Building, 3rd Floor, Soi Premier 2, Srinakarin Road, Nong Bon Subdistrict, Prawet District, Bangkok 10250

Email: SPVlwhistleblowing@spvi.co.th

- Company Secretary

S P V I Public Company Limited

- English Translation -

No. 2 Premier Place Building, 3rd Floor, Soi Premier 2, Srinakarin Road, Nong Bon Subdistrict,
Prawet District, Bangkok 10250

Email: companysecretary@spvi.co.th

This Supplier Code of Conduct shall become effective on 4 February 2026 upon approval by the Managing Director.

Announced on 4 February 2026

- Signature -

(Mr. Trisorn Volyarngosol)

Managing Director

S P V I Public Company Limited