

Supplier Code of Conduct
for Procurement, Sourcing, and Contracting

of

TPI Polene Public Company Limited
and its Subsidiaries

Revised Edition Dated: 28 October 2025

Supplier Code of Conduct

(For Procurement, Sourcing and Contracting)

Statement of Intent (revised edition 2025)

TPI Polene Public Company Limited (the “Company”) and its subsidiaries (“TPI Polene Group”) is committed to treating their business partners with transparency, equality, and fairness, taking into account the principles of business ethics, human rights, environmental considerations, and the safety of stakeholders at all levels. Since business partners are an essential part of TPI Polene Group's operations, and in alignment with the core policy of conducting business based on good corporate governance principles to achieve mutual business sustainability, TPI Polene Group has established **Guidelines for Business Partners**. These guidelines are intended for business partners to use as a framework when conducting business with TPI Polene Group and to be beneficial to the operations of all levels of business partners, as appropriate. The guidelines are as follows:-

Section 1: Ethical Conduct in Procurement and Business Operations

TPI Polene Group recognizes that procurement of goods and services is a vital process supporting its operations. Therefore, all procurement activities are conducted systematically, transparently, fairly, and in a manner that can be audited. TPI Polene Group treats all suppliers equitably, ensuring fair competition and achieving the best value for the organization.

TPI Polene Group also emphasizes equal treatment of all stakeholders, respecting their rights under applicable laws and agreements. All employees are required to act with honesty, fairness, integrity, and professionalism, adhering to all contracts, agreements, and stipulated terms.

Business Operations

1. Protection of Confidential Information

- 1.1 Suppliers shall establish measures to prevent the leakage of confidential information, including both business and personal data of TPI Polene Group.
- 1.2 Suppliers shall perform their duties responsibly, prudently, honestly, and fairly, prioritizing the best interests of TPI Polene Group.

2. Treatment with TPI Polene Group and Shareholders

Suppliers shall act responsibly, carefully, and in good faith ensuring fairness and transparency toward TPI Polene Group and all shareholders, with due consideration for the best interests of TPI Polene Group and all shareholders, both major and minor.

3. Cyber Security

Suppliers shall maintain and protect the security of their information, networks, and online systems used in conducting business, and shall implement appropriate measures to prevent data loss, breaches, or unauthorized access.

4. Intellectual Property

Suppliers shall use the trade information, copyrights, and trademarks of TPI Polene Group only in the manner authorized under the agreements made with TPI Polene Group. Suppliers must not misappropriate or infringe upon the trade secrets, copyrighted works, or trademarks of TPI Polene Group or any other party.

5. Training Obligation

Suppliers shall provide appropriate training related to this Code of Conduct to their employees, workers, business partners, and subcontractors, as deemed appropriate, to ensure proper understanding and compliance.

Section 2: Health, Safety, and Well-being

TPI Group places high importance on maintaining quality, occupational health, and safety management standards. Suppliers are required to provide a safe, hygienic, and healthy work environment that prevents accidents and occupational illnesses.

1. Suppliers must ensure a safe and hygienic workplace and provide adequate personal protective equipment (PPE) suitable for their employees.
2. Suppliers shall establish emergency preparedness measures, including risk assessments, impact management plans, warning systems, and regular employee training.
3. Suppliers must comply with all applicable occupational safety and health laws and standards in the countries where they operate.
4. Suppliers should develop and implement internal policies and procedures on occupational health and safety, including the provision of appropriate PPE for all employees.
5. Suppliers must investigate any workplace accidents and take corrective, preventive, and follow-up actions systematically.

Section 3: Labor and Human Rights

TPI Polene Group is committed to conducting its business with integrity, social responsibility, and accountability to stakeholders, in adherence to the principles of good corporate governance and to ensure that TPI Polene Group's business operations are free from human rights violations, a Human Rights Policy and Guidelines has been established to prevent human rights abuses in all business activities. The Board of Directors, executives, and employees at all levels must recognize the importance of and respect human rights in all aspects, for all individuals, as well as for the communities and society, in accordance with the laws of each country.

1. Compliance with Laws, Ethics, and Human Rights Principles

Suppliers shall conduct their business in compliance with all applicable laws, regulations, and relevant international standards in each country where they operate. They must also respect human rights in accordance with the principles of the International Labour Organization (ILO) and treat all workers fairly. Suppliers are expected to uphold fair working conditions and serve as a role model in conducting business responsibly and in accordance with human rights principles — such as refraining from the use of child labor and avoiding any practices that demonstrate a lack of respect for human rights, freedoms, equality, or international human rights standards.

2. Labor and Child Labor

Suppliers must not engage in or support the employment of labor under the legal minimum age, and must compensate employees fairly, without exploitation, and commensurate with their knowledge, skills, and what they are entitled to receive.

2.1 Freedom of Association & Collective Bargaining

2.2 Suppliers must respect the right of employees to establish or join labor welfare committees or other employee representative organizations, including participating in meetings or collective bargaining discussions with the employer.

2.3 Suppliers should promote and support employees in freely exercising such rights, without discrimination, obstruction, or threat from the employer or any other person.

2.4 Suppliers must negotiate and consult with the labor welfare committee or employee representatives in good faith to create fair, transparent, and sustainable agreements for both parties.

3. Work Subsidiaries ing Hours

3.1 Suppliers must strictly comply with all laws and regulations related to working hours, overtime, and employee rest days.

3.2 Suppliers should have a management system to reduce unnecessary working hours and ensure employees receive adequate rest time.

4. Wages & Benefits

4.1 Suppliers must pay employees compensation no less than the minimum wage prescribed by the laws of the country where operations are conducted.

4.2 Suppliers should consider paying compensation at a level sufficient for the livelihood of employees and their families (Living Wage) and promote wage assessment against local standards.

5. Non-discrimination and Dignity

Suppliers must not discriminate based on gender, age, race, religion, disability, or social status, and must respect the human dignity of all employees.

Section 4: Environmental Impact

Suppliers must conduct business with consideration for environmental impact and promote efficient resource utilization, including wastewater management, waste reduction, and pollution prevention. They must be committed to efficient use of various resources and use energy judiciously and appropriately, as follows:

1. Suppliers should be responsible and committed to efficient resource utilization, including reducing overall **Energy Consumption**, supporting the use of alternative energy, or effective resource management plans. Suppliers should have an efficient energy management system and be committed to continuously reducing energy consumption per unit of production.
2. Suppliers must manage the treatment, emission of **pollution**, or disposal of waste, chemicals, and hazardous substances generated from business operations in compliance with applicable laws and regulations, through monitoring, sound control measures, and appropriate environmental data reporting without adverse impact on the environment.
3. Suppliers must ensure pollution prevention by installing appropriate and safe systems for waste management, air emission control, and effluent discharge to reduce greenhouse gas emissions through various mechanisms, and regularly monitor quality.
4. Suppliers must be committed to effectively protecting and conserving **biodiversity** and ecosystem services, including not logging trees in forest areas.
5. Suppliers must provide a safe and hygienic workplace for their employees, including providing adequate and appropriate personal protective equipment (PPE).
6. Suppliers should have clear environmental measures to be used in the procurement process for goods and services, and endeavor to play a positive role in addressing **Climate change** and protecting life on land and in water. Suppliers should have a policy and targets for reducing greenhouse gas emissions from their operations and support transparent disclosure of greenhouse gas emission data.
7. Suppliers must have a clear environmental conservation policy and be committed to efficient **Resource Utilization**, judicious and appropriate energy use, and a waste management policy based on the **3R** principles under the **Zero Waste** concept, ensuring no discharge of waste, wastewater, used oil, chemicals, or debris onto the ground. They must manage energy efficiently and be environmentally friendly, with a goal towards a low-carbon society.
8. Suppliers must have an environmental management system and maintain **Bio diversification** in compliance with laws and regulations. They should promote the adoption of environmental management systems such as **ISO 14001**, which can lead to continuous operational efficiency improvement, stipulate control, prevention, and reduction of **Environmental impact** by using resources sustainably and maintaining biodiversity, as well as continuously enhancing the efficiency of environmental quality management and control.
9. Suppliers must manage water use efficiently, be committed to reducing water consumption per unit of production, and control the quality of effluent to meet the wastewater standards according to the regulations of the Department of Industrial Works.
10. Suppliers shall manage **water resources** efficiently and demonstrate a commitment to reducing water consumption per unit of production and suppliers shall also control and treat wastewater to ensure that its quality complies with the effluent standards prescribed by the Department of Industrial Works and other applicable regulations.

Section 5: Community and Social Impact Suppliers should conduct business with consideration for the impact of their operations on the community and society. They must systematically assess, document, and control potential environmental impacts on surrounding communities. They must also respect local culture and traditions, cooperate with the community, and participate in community and social development as appropriate.

Section 6: Business Ethics & Transparency

Suppliers shall conduct their business with honesty and integrity, refrain from engaging in any form of corruption, and implement measures to prevent conflicts of interest. Suppliers shall not offer, give, or accept bribes, and must respect the principles of fair competition in all business dealings.

Section 7: Supply Chain & Communication

TPI Polene Group expects its Suppliers to thoroughly comply with these ethical standards at all levels of the supply chain.

- 7.1 TPI Polene Group will communicate this Code of Conduct to all Suppliers globally to ensure equal understanding and compliance.
- 7.2 TPI Polene Group will arrange for the translation of this Supplier Code of Conduct into relevant languages so that all parties can clearly access and understand it.
- 7.3 Suppliers must cascade these guidelines to their subcontractors or other suppliers in their network to ensure full compliance with the social and environmental standards.

Section 8: Monitoring & Continuous Improvement

TPI Polene Group and Suppliers will regularly monitor compliance with this Code of Conduct through audit and self-assessment processes for continuous development.

Section 9: Whistleblowing or Complaint Mechanism

In the event that suppliers become aware of any act committed by personnel or departments under the supervision of TPI Polene Group that violates laws, regulations, or this Supplier Code of Conduct, such as breaches of internal rules, corruption, or misconduct by omission, suppliers are encouraged to report or file a complaint through the designated reporting channels. TPI Polene Group has established measures to protect whistleblowers and complainants from retaliation or unfair treatment.

In addition, suppliers themselves shall establish appropriate channels for stakeholders to submit complaints or whistleblowing reports and shall ensure that such processes are transparent, properly managed, and include adequate measures to protect complainants and whistleblowers.

Whistleblowing and Complaint Channels

Should a Supplier or interested party have doubts or observe any action suspected of violating or non-compliance with the laws, regulations, Code of Conduct, or policies of TPI Group, you may inquire, report, or complain, and submit detailed evidence through the following channels:-

Whistleblowing and Complaint Channels

1. **By Mail:**
Mrs. Orapin Leophairatana (Senior Executive Vice President)
TPI Polene Public Company Limited and its Subsidiaries
26/56 Chan Tat Mai Road, Thung Maha Mek Subdistrict,
Sathon District, Bangkok 10120, Thailand
2. **By E-mail:** orapinr@tpipolene.co.th
3. **By Mail (to the Audit Committee):**
The Audit Committee
TPI Polene Public Company Limited and its Subsidiaries
26/56 Chan Tat Mai Road, Thung Maha Mek Subdistrict,
Sathon District, Bangkok 10120, Thailand
4. **By Telephone:**
(02) 285-5090 or (02) 213-1039 (Internal Audit Department)

Acknowledgement Form

Supplier Code of Conduct for Procurement, Sourcing, and Contracting TPI Polene Public Company Limited and its Subsidiaries

I hereby acknowledge that I have read and studied the Supplier Code of Conduct for Procurement, Sourcing, and Contracting of TPI Polene Public Company Limited and its Subsidiaries.

I fully understand and accept all principles and practices stated therein, and I agree to comply and cooperate in all respects.

This acknowledgement form is duly signed and returned together herewith.

Authorized Signature: _____

Name / Position: _____

Company Name: _____

Date: _____

(Please affix the company seal)

Remark:

Please have this acknowledgment signed by an authorized company representative or department head, affixed with the company seal, and return the signed form to **saowakhon@tpipolene.co.th**