



Supplier Code of Conduct

Thaifoods Group Public Company Limited operates in the country and abroad who gives priority to the company's partners in order to conduct business together with transparency conduct business with accuracy, honesty, integrity, transparency against all forms of corruption including strictly follow the law and conduct business with social responsibility according to the standards of safety, occupational health and the environment to workers under fairness and human rights principles.

Objective

The company has established a code of conduct for the business partners of the group of companies as guidelines for doing business in accordance with legal requirements, rules, regulations, regulations, company code of conduct, international standards and to prevent infringement of the rights of business stakeholders, prosecute and promote good corporate image. The purpose of this code of conduct is to establish ethical principles and standards of conduct. This Code of Conduct applies to Thaifoods's partners and their employees, contingent workers, agents, sub-contractors either individuals or juristic persons.

Practice Guideline

1. Compliance with Laws and General Requirements

Abiding by law, regulation and any principles in Thailand and abroad where the company runs business.

2. Human Rights and Labor

2.1 Non - discrimination: respect for human honor and dignity without discrimination as a result of dissimilarity.

2.2 No forced labor: No forced or supported illegal labor.

2.3 Labor protection: Child and pregnant woman labor protection both Thai and foreigner as well as law-abidingness in case of dismissal.

2.4 Working time: Disallow employee to work longer then the period as defined in law. Working overtime must be voluntary. Holiday and leave must not be less than a legal term.

2.5 Wage and benefit: Wage, working overtime costs, holiday work costs and accurate, fair benefits of employees as defined in law.

3. Safety and Occupational Sanitation

Workplace has a safe and hygienic environment in accordance with law as well as security protection procedure, accident prevention due to work.

4. Environment

Business operation which is aware to the environmental impact and strict environmental law-abidingness.

5. Anti Bribery Corruption and Conflict of Interest

Conduct business without giving, offering, accepting of bribes, gifts or any other business interests in various ways in order to obtain or seek work including to influence business decisions with the purpose of obtaining an unlawful, improper business advantage.

6. No Gift or Any Other Benefits

6.1 Conduct business with fairness and operate transparently, not accepting, demanding, promising to receive subsidies or any other benefits such as contractors, subcontractors, traders, vendors, joint ventures, or stakeholders of the company.

6.2 Omission of any action will lead to conflicts of interest or discrimination that may cause damage to the company's business operations.

7. Conflict Management.

7.1 To report any conflicts of interest between partners, customers and the company. If found the conflict of interest of the company's employees, either directly or indirectly, the report shall be raised to the company.

7.2 Disclose conflicts of interest information completely, accurately and in accordance with the Conflict of Interest Policy.

8. Unfair Competition

Conduct business with creative competition without unfair competition or monopolize the market.

9. Cyber Security

Strictly comply with cybersecurity laws including various regulations related to data protection and money laundering.

10. Intellectual property rights

Practices respecting intellectual property rights including not disclosing any confidential information that is known during business dealings or use intellectual property without prior permission.

11. Disclosure and confidentiality

Disclosure of any information must be accurate, complete without giving any false information or concealing information that affects business operations to customers, partners or stakeholders unless it is done under the law.

Revision and Improvement

The Company will set the revision on this code of conduct regularly for at least once a year or as appropriate. If it is found that there is inconsistency with the provisions, laws, regulations, and relevant rules and regulations concerning the company, it should be presented for consideration and approval of the proposed changes.

Announcement on January 1st, 2026

The approval of the Board of Directors In the meeting No. 5/2025 on November 12th, 2025