

Supplier Code of Conduct
Medeze Group Company Limited

Medeze Group Company Limited and subsidiaries ("Company Group") operate under a good corporate governance framework with transparency and accountability. The Company Group is committed to developing its business alongside creating a balance in economic, social, and environmental aspects. The Company Group is determined to be a role model company for society in sustainable business operations. It can manage growth with stability and social acceptance based on ethics and good corporate governance principles.

The Company Group has established business guidelines for suppliers in various areas. The Company Group expects suppliers to conduct business with fairness and responsibility towards stakeholders, including shareholders, employees, customers, suppliers, suppliers, suppliers, suppliers, contractors, communities, society, and the environment. The Company Group also promotes free and fair-trade competition, avoids actions that may cause conflicts of interest and intellectual property infringement, as well as opposes all forms of corruption in the following topics:

1. Fair Business Operations

(1) Corporate Governance

Suppliers shall conduct business correctly, with honesty, fairness, transparency, disclosure of important information, and accountability. They must consider the benefits and impacts on shareholders, customers, suppliers, employees, and all stakeholders, including appropriate and fair sharing of benefits. Meanwhile, suppliers must maintain credibility, integrity, and financial stability.

(2) Compliance with Laws, Rules, and Regulations

Suppliers shall prioritize compliance with laws, regulations, and business ethics by requiring directors, executives, and employees to conduct themselves within the framework of laws, rules, and regulations. They must not be involved in, assist, or perform any actions violating or breaching laws and other relevant regulations.

(3) Compliance with Intellectual Property Laws

Suppliers shall not support intellectual property infringement operations by requiring directors, executives, and employees to conduct themselves within the framework of laws, rules, and regulations. They must not be involved in, assist, or perform any actions that violate, or breach laws and other rules related to intellectual property.

(4) Social Responsibility

Suppliers must be good corporate citizens and conduct business with care and social responsibility. The Company Group expects all suppliers to support, understand, accept, and establish business rules according to ESG (Environmental, Social, and Governance) standards.

2. Anti-Corruption and Anti-Bribery Policy

Suppliers must implement policies that strictly prohibit corruption and the giving or receiving of bribes. These policies should focus on fostering an organizational culture where employees at all levels understand the consequences of corruption. This includes promoting core values, enhancing trust among all stakeholders, providing clear guidelines on anti-corruption and anti-bribery practices, and establishing monitoring and control processes to ensure compliance. Suppliers are also encouraged to engage in initiatives that raise awareness and promote adherence to these standards. Furthermore, the Company Group invites suppliers to join networks that actively combat corruption and bribery in all its forms.

3. Political Neutrality Policy

The Company Group maintains a policy of political neutrality. Suppliers performing duties on behalf of the Company Group are not permitted to express support for or opposition to any political party, as this may lead to misunderstandings or conflicts with the Company Group's policies. While suppliers have the right to voice their political opinions within legal limits, they must do so outside of Company Group working hours and ensure that their actions do not harm the Company's reputation or create confusion.

4. No Gift Policy

Suppliers must establish a policy that prohibits employees from requesting or accepting gifts, cash, cash equivalents (such as coupons or gift certificates), or any form of entertainment from business partners. Suppliers should prioritize honest business practices, adhering to the highest ethical standards and ensuring compliance with applicable Thai legal regulations.

5. Conflict of Interest

Suppliers must prioritize transparency and fairness in their business practices. They should implement preventive measures against potential risks and avoid any actions that could lead to conflicts of interest or create vested interests between suppliers and Company Group personnel.

6. Product and Service Responsibility

Suppliers are expected to treat customers and business-related parties fairly to create satisfaction and build trust. They should maintain international quality standards and continuously improve these standards without discrimination. Suppliers must not conceal information, create false narratives, or provide misleading information that could lead to misunderstandings of material facts for improper commercial or personal gain.

7. Importance of Customer Personal Data and Internal Information

Suppliers must provide secure and reliable information technology systems to protect customer data and sensitive internal information related to business transactions. This includes transactions between the company, suppliers, and any related business parties. Suppliers are prohibited from using personal data or internal information without authorization or for any purpose other than what has been previously approved. Suppliers must implement proper internal control processes and provide employee training to raise awareness of these issues.

8. Respect for Human Rights

Suppliers are required to have policies that uphold and respect human rights protection. They must not engage in practices that violate human rights, including child labor, forced labor, or illegal labor. Suppliers should also establish fair employment practices and conditions, including appropriate compensation that aligns with employee capabilities and legal requirements.

All stakeholders, including employees, communities, and society, must be treated with respect for their dignity. Suppliers must prioritize equality and freedom, ensure that basic rights are not infringed, and refrain from discrimination based on race, nationality, religion, language, ethnicity, skin color, gender, age, education, physical condition, or social status. Additionally, suppliers must monitor their business operations to ensure they are not directly or indirectly involved in human rights violations.

9. Occupational Health and Safety*

Suppliers must implement measures to ensure employee safety by providing safe and hygienic workplaces. This includes supplying necessary safety equipment and creating environments and activities focused on safety, occupational health, and working conditions that meet or exceed legal requirements. Additionally, suppliers should offer training and raise employee awareness regarding safety and occupational health. This training should include risk management strategies to help reduce illness rates, accidents, and work-related fatalities.

10. Environmental Care

Suppliers are required to prioritize the efficient use of natural resources and seek sustainable alternatives in their business operations. They must establish risk assessment and management systems to minimize the environmental impact of their activities while also exploring innovations that promote sustainable social and environmental development. Furthermore, suppliers should foster an awareness of social, community, and environmental responsibility within their companies and among employees at all levels. They should actively seek opportunities to extend this awareness to other business partners.

11. Community and Social Development

Suppliers must implement policies that promote economic and social benefits while adhering to good corporate citizenship and complying with all relevant laws and regulations. These policies should also aim to enhance the quality of life for communities, contributing to sustainable social and national development.

Furthermore, suppliers should have a community complaint management plan and provide channels and teams to handle community complaints to reduce potential impacts.

Whistleblowing and Complaint Channels

If suppliers observe any actions that may violate or fail to comply with laws, regulations, rules, the code of conduct, or Company Group policies, they can report these issues with supporting evidence through the following channels:

1.Postal Mail

Contact: Audit Committee Secretary

Medeze Group Company Limited

28/9 Moo 8, Phutthamonthon Sai 4 Road, Krathum Lom, Sam Phran, Nakhon Pathom 73220

2.Electronic Mail (Email)

Contact: Audit Committee Secretary

Email Address: anticorruption@medezegroup.com

The identity of whistleblowers will be kept confidential, and they will be protected under the Whistleblower Policy and practices related to reporting potential ethical violations. To ensure compliance with this Supplier Code of Conduct, the Company Group may conduct audits or request evidence from suppliers. If suppliers fail to adhere to this Code of Conduct, the Company Group reserves the right to consider termination of the contract and/or re-evaluate future business partnerships.