



Announcement No. 51/2026



Supplier Code of Conduct

Introduction

Crown Seal Public Company Limited is committed to conducting its business with integrity, ethics, transparency, and accountability to all stakeholders, under the principles of Good Corporate Governance.

The Company places importance on maintaining high standards across all processes throughout the supply chain—from supplier selection and procurement to the delivery of quality products to customers. It aims to create shared value and foster collaboration with suppliers and customers to drive sustainable growth together in the long term.

The Company has established a Supplier Code of Conduct to define business practices in alignment with good corporate governance principles and to communicate transparently with stakeholders.

This Code of Conduct covers business ethics, labor and human rights, occupational health and safety, environmental management, and social responsibility. The Company expects all suppliers to strictly and continuously comply with these standards.

(Mrs. Jiraporn Nuthong)

President

Crown Seal Public Company Limited

May 7, 2026



Definitions

- **Supplier Code of Conduct**

Refers to the set of best practices and ethical guidelines established by Crown Seal Public Company Limited for its suppliers to follow in conducting business together. These guidelines aim to ensure transparency, fairness, and accountability, while promoting responsibility toward society and the environment.

- **Supplier**

Refers to any individual or legal entity that engages in transactions or maintains a business relationship with Crown Seal Public Company Limited. This includes, but is not limited to, suppliers/vendors, service providers, contractors, and business partners collaborating for mutual benefit.

Scope of the Supplier Code of Conduct (ESG/GRI-aligned translation)

1. **Business Ethics**
2. **Social Practices, Labor, and Human Rights**
3. **Environmental Management**

1 Ethical Business Conduct

1.1 Corporate Governance

Suppliers shall comply with all applicable laws, regulations, and requirements, and conduct their business in accordance with the principles of good corporate governance, transparency, and business ethics. They must strictly prohibit all forms of corruption, including bribery, facilitation payments, and bid rigging.

Suppliers are also expected to operate with fair competition, while taking into consideration stakeholders, society, and the environment, in order to support sustainable business practices.

1.2 Confidentiality and Respect for Intellectual Property

(1) Suppliers shall not disclose, publish, reproduce, or transfer any confidential or commercially sensitive information related to the Company or its stakeholders. They must ensure the protection and proper handling of such information within their organization, even after the business relationship with the Company has ended.

(2) Suppliers shall comply with all applicable laws and international agreements related to intellectual property rights, including patents, copyrights, and trademarks. Suppliers must not disclose, use, or infringe upon the intellectual property of others without proper authorization.



1.3 Anti-Corruption

Suppliers shall not engage in or support any form of corruption, bribery, fraud, or unethical business practices, including establishing improper or non-transparent relationships with business partners. All forms of prohibited business conduct are strictly forbidden. Suppliers are required to implement appropriate control mechanisms to prevent and detect corruption, such as establishing anti-corruption policies and guidelines on gifts and hospitality. The Company encourages manufacturers, suppliers, and service providers to participate in the **Collective Action Against Corruption (CAC)** initiative to promote transparent, ethical, and corruption-free business practices.

1.4 Conflict of Interest

Suppliers shall not seek personal gain or allow personal interests to influence business decisions or operations. They must not use their position, authority, or business relationship with the Company to provide undue benefits to themselves or related parties. Suppliers must avoid any situation that may result in a conflict of interest between the supplier and the Company's personnel. In addition, suppliers are required to cooperate in disclosing any information, transactions, or circumstances that may give rise to, or appear to give rise to, a conflict of interest.

1.5 Responsible Sourcing and Delivery

1. Suppliers must treat competitors fairly within the framework of fair competition and must not engage in any actions that negatively impact competitors or the Company.
2. Suppliers must not source raw materials or components used in production from sources associated with illegal activities, human rights violations, or lacking social and environmental responsibility.
3. Suppliers must have measures and guidelines to take responsibility for and rectify any issues to the best of their ability, and must cooperate with the Company in investigating any defects in products or services related to the supplier after delivery.
4. Suppliers must have contingency plans for sourcing goods or services during crises or emergencies to minimize disruptions in joint operations.

2

Social Practices, Labor Standards, and Human Rights

2.1 Respect for Human Rights Principles

(1) Suppliers shall respect and adhere to human rights principles, taking into account human dignity, equality, and fairness, and ensuring non-discrimination on any grounds, including but not limited to race, nationality, religion, gender, age, education, or any other status. This applies to employees, workers, communities, and all stakeholders.



(2) Suppliers shall conduct their business in a working environment that is free from forced labor, child labor, harassment, abuse, human trafficking, and all forms of labor exploitation. Such commitments shall be upheld throughout the entire duration of employment.

2.2 Fair Labor Practices

(1) Suppliers shall not employ illegal workers. Where the employment of young workers, pregnant women, persons with disabilities, or migrant workers is necessary, such employment must be conducted in full compliance with all applicable labor laws and regulations. Suppliers shall ensure that all such employment arrangements are lawful, properly documented, and fully compliant, and shall permit the Company to conduct inspections or audits upon request.

(2) Suppliers shall establish clear standards for employment and termination. They shall provide wages and compensation to employees and workers, for both regular working hours and overtime, that are fair and appropriate to the nature of the work and the hours performed. Suppliers shall ensure the provision of rest periods, holidays, and leave entitlements, as well as timely payment of all legally mandated benefits, in full compliance with applicable labor laws.

(3) Suppliers shall conduct their business with integrity, ethics, and a strong sense of responsibility, in strict compliance with applicable laws and regulations. They shall consider the impact of their operations on communities and society, respect cultural diversity and local traditions, cooperate with local communities, and contribute to community and social development.

3

Occupational Health, Safety and Environment: HSE

3.1 Safety and Working Environment Suppliers and their stakeholders shall prioritize employee safety by providing appropriate infrastructure, management systems, and facilities, including adequate personal protective equipment (PPE) and first aid supplies in accordance with safety standards. Workplaces must be suitable, safe, and hygienic to prevent and control risks of accidents and potential health impacts during operations. In addition, there should be proper preparedness and clear procedures for emergency responses to minimize both direct and indirect losses.

3.2 Compliance with Laws on Safety, Occupational Health, and Environment

Suppliers shall comply with applicable laws and regulations related to safety, occupational health, and the environment. They must demonstrate responsibility and commitment to efficient resource utilization, including implementing pollution prevention measures such as installing treatment systems or proper waste management practices, reducing air emissions, and ensuring wastewater discharge



meets legal standards. In addition, suppliers should aim to reduce overall energy consumption, support the use of alternative energy, and establish effective resource management plans.

In the event that a supplier engages subcontractors, contract manufacturers, or external producers, such parties shall also comply with the aforementioned requirements.

In the event that a supplier violates the aforementioned Supplier Code of Conduct, the Company may issue a warning letter and reserves the right, at its sole discretion, to suspend or terminate business transactions. The supplier shall not be entitled to make any claims against the Company.

The Company sincerely expects all business partners to uphold and adhere to the principles of business ethics and to take responsibility for any deficiencies, damages, or adverse impacts resulting from non-compliance with such principles. To ensure alignment with the aforementioned Business Code of Conduct, this document shall be duly signed by the authorized representative and affixed with the company seal (if any).