



AAPICO HITECH
PUBLIC COMPANY LIMITED

Business Partner Code of Conduct

Supplier Code of Conduct



Business Partner Code of Conduct

Supplier Code of Conduct

AAPICO Hitech Public Company Limited and its affiliated companies are committed to conducting business with transparency, ethics, and good governance. This commitment emphasizes fulfilling responsibilities towards all stakeholders, with particular focus on promoting environmental sustainability, social responsibility, and ethical governance in business practices.

The Company emphasizes the importance of conducting business with transparency, fairness, respect for human rights, and the fair treatment of workers in compliance with legal requirements, as well as safety, occupational health, and environmental standards. This Business Partner Code of Conduct has been established as a guideline for business partners to follow. The goal is to work together to build a stable, efficient supply chain that benefits society and the environment, ensuring sustainable growth.

Scope

Partner refers a seller, contractor and service provider to AAPICO Hitech Public Company Limited and its affiliates.

Guidelines

1. Business ethics

- Business partners must comply with all applicable requirements, laws and regulations with honesty, transparency and accountability, while rejecting all forms of corruption. Business partners must treat competitors and stakeholders equally and fairly, must not violate the intellectual property of others and must promote measures to prevent intellectual property violations, and must not seek competitors' confidential information through dishonest and inappropriate methods.
- Business partners must establish channels for stakeholders to report complaints, maintain monitoring processes, protect complainants, and ensure confidentiality of all information.
- Business partners must take full responsibility for the quality of the products or services provided to the customer, and cooperate with the company to thoroughly inspect and correct any errors found after delivery.
- Business partners must maintain the confidentiality of customer information, ensuring it is not disclosed or used for personal or third-party benefit without consent. Business partners must source raw materials, products and services in compliance with the law and environmental standards, and ensure that their own production and business operations do not violate the law and harm the environment. Additionally, business partners must promote the non-use of conflict minerals, such as tantalum, tin, tungsten and gold, which fund armed groups violating human rights.



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2. Labor and human rights

- Business partners must respect labor rights, ensuring equal and fair treatment without discrimination based on race, gender, age, nationality, religion, marital status, pregnancy, disability and any other protected status.
- Business partners must uphold human rights, ensuring no use of forced labor, threats, confinement, deprivation of rights, abuse, or human trafficking, must avoid employing labor unsuitable for physical conditions or any form of violence.
- Business partners must conduct business without employing child labor as defined by law of each country.
- Business partners must ensure that employees receive wages, overtime pay, holiday pay, and any other benefits to which they are legally entitled on time, at rates no less than those stipulated by law, and must ensure that all employees are legally authorized to work.
- Business partners must not permit employees to work overtime beyond the legally stipulated hours. Any overtime or holiday work must be voluntary, and employees must be provided with holidays and leave as required by law. and leave no less than the rate stipulated by law.

3. Safety and occupational health

- Business partners must comply with occupational health and safety laws and regulations, ensuring a safe working environment that minimizes the risk of injury, illness, accidents and emergencies arising from operations, transportation or services.
- Business partners must provide employees with adequate and appropriate personal protective equipment (PPE). - Business partners must foster a culture of safety by offering training on risk assessment and control, safety standards, and emergency response plans for employees and subcontractors.

4. Environment

- Business partners must comply with all applicable laws, regulations, and environmental standards related to operations. Measures must be established to prevent, mitigate, and rectify any environmental impacts resulting from business activities.
- Business partners must encourage employees to use environmental resources economically and efficiently, avoid actions that could harm the environment, and actively support for initiatives that promote the sustainability of the natural resources.

5. Community and society

- Business partners must conduct business with consideration of the impact on the community and society from business operations. Local culture and traditions must be respected, along with the rights and opinions of the community.
- Business partners must cooperate and support activities that benefit the public, including initiatives that promote community well-being where appropriate and timely.



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- Business partners must promote compliance with the principles outlined in this Business Partner Code of Conduct among all partners, considering these principles as a standard for collaborative business practices.


Reporting Channels for reporting tips or complaints

In the event that business partners or stakeholders observe any actions that may violate or fail to comply with laws, regulations, rules, the Business Code of Conduct, or policies of AAPICO Hitech Public Company Limited, reports or complaints can be submitted through the designated channels set by the company. The Company has implemented measures to protect whistleblowers and to maintain the confidentiality of the information in accordance with the company's policies.

<u>Postal mail</u>	<u>Email</u>
Chairman of the Audit Committee AAPICO Hitech Public Company Limited Unit No. 100/11, 9th Floor (Low Zone), Sathorn Nakhon Tower Building, North Sathorn Road, Silom Subdistrict, Bangrak District, Bangkok 10500 Telephone number: +66 2 613 1504	Chairman of the Audit Committee AAPICO Hitech Public Company Limited AC@aapico.com

Review and Approval

The Business Partner Code of Conduct and Supplier Code of Conduct have been reviewed and approved on October 27, 2025.


Mr. Yeap Swee Chuan
President and CEO



AAPICO HITECH PUBLIC CO.,LTD.

Please sign and acknowledge by scanning the QR code or the link below.



<https://forms.office.com/r/rKStQGt0Wr?origin=lprLink>