

Business Partner Code of Conduct
Pruksa Holding Public Company Limited and its Subsidiaries

Introduction

Pruksa Holding Public Company Limited (the “Company”) and its subsidiaries highly value transparent, honest, and fair business operations. To ensure that its business partners align with the Company’s core values, the Company has developed and published this Business Partner Code of Conduct with the intention of fostering long-term sustainable business partnerships that ultimately benefit society as a whole.

Definitions

Business partner	means	any seller, contractor, sales representatives, and service providers that work with the Company and its subsidiaries.
Insider information	means	material or significant facts that have yet to be revealed to the public, customers-related data, trade secret data received or known from business operations, or business partnerships.
Conflict of interest	means	performing duties or tasks that are meant to produce results or benefits according to the goals of the Company and its subsidiaries, but in reality, benefiting oneself or another related person and depriving the Company of its full and rightful benefits, or causing damage and problems to the Company and its subsidiaries.
Human rights	means	human dignity, basic rights, and liberty inherent to all human beings since birth, and equality free from all kinds of discrimination based on race, religion, gender, skin color, language, ethnicity, or other traits.
Intellectual property	means	human invention or creation that is the product of human intelligence and expertise, without limitation to the type of creation and whether tangible (such as goods) or intangible (such as services, business concepts, and industrial manufacturing processes).
Supply chain	means	relationship network between the Company and the Company's partners in manufacturing and delivering products. A supply chain is a process of obtaining a product from raw material procurement, manufacturing, transportation, and delivery of products or services.

Scope

The following Code of Conduct is applicable to all business partners of the Company and its subsidiaries. Business partners are required to read, understand, acknowledge, and comply with this Business Partner Code of Conduct. They are also obligated to communicate this Business Partner Code of Conduct to their employees to ensure their understanding and compliance. Additionally, business partners must inform the Company if they witness any actions that may be considered a violation of this Business Partner Code of Conduct.

Guidelines

1. Honest, Sincere, and Fair Business Operation

Business partners must adhere meticulously and comprehensively to all applicable laws. Their business operations must be characterized by transparency, trustworthiness, and verifiability, grounded in ethical standards and fair competition. This should be done without harming competitors' reputations, improperly acquiring their confidential information, or creating unjust trade barriers.

The products and services offered must meet high quality, standard, and safety requirements. The information about these offers must be truthful and not omit any material information that the Company or its subsidiaries need to know. Furthermore, pricing should be fair and not create barriers to trade.

If a business partner discovers any errors in the agreed-upon or contractual products and services to be delivered, they must promptly inform the Company or its subsidiaries to find the best solution. The business partner must also collaborate with the representatives of the Company or its subsidiaries to investigate the errors, if necessary. In this regard, the Company focuses on providing a "Live Well, Stay Well" experience for every customer by delivering comprehensive products and services that meet customers' needs and integrating expertise and excellence throughout all business segments. The Company is committed to the following.

- Honest business practices and fair treatment of customers.
- Delivering high-quality products and services that meet safety standards for our customers.
- Providing complete, accurate, and sufficient information about products or services to help customers make informed decisions without any propaganda or omission of facts.
- Serving customers with a service-oriented mindset and a commitment to continuously improve our standards.
- Listening to customers' opinions to develop and improve our services and assigning personnel and communication channels specifically for customer communication.
- Protecting customers' personal data and not misusing it or using it without consent unless such data is required to be disclosed to a third party under applicable laws, such as the Personal Data Protection Act (PDPA) B.E. 2562 (2019).

2. Conflict of Interest

A business partner must not engage in any relationships with the directors, executives, or employees of the Company and its subsidiaries for the purpose of gaining unfair trade benefits or other advantages either for themselves or for the directors, executives, or employees. Any existing relationship with the directors, executives, or employees of the Company and/or its subsidiaries must be disclosed at the time of business partner registration or when the service agreement is signed.

3. Anti-bribery and Corruption

Business partners must adhere to the anti-bribery and corruption policies and collaborate with the Company and its subsidiaries to combat all forms of bribery and corruption. Business partners are prohibited from any direct or indirect involvement in corrupt or bribery activities of any nature.

The Company strongly expects its business partners to have internal anti-bribery and corruption policies and measures in place to guide their directors, executives, and employees in preventing bribery and corruption. Business partners are encouraged to express their views and promote social coordination in the fight against bribery and corruption. They may also consider joining a network or partnership with an anti-corruption organization or a similar organization with the same objectives.

4. Insider Information Safeguarding

Business partners must adhere to all applicable laws, regulations, and agreements pertaining to personal data and insider information. They must also strictly uphold the confidentiality of insider information and refrain from using it without consent. Furthermore, they are prohibited from unduly obtaining insider information for their own advantage or that of related parties, the Company, and/or its subsidiaries.

Moreover, business partners must ensure the security and safety of their IT systems and data storage to prevent cyberattacks or the leakage of internal data.

5. Intellectual Property

Business partners must comply with intellectual property laws and regulations and refrain from any actions that would indicate a breach or violation of the intellectual property of the Company, its subsidiaries, and/or other parties.

6. Human Rights

The Company and its subsidiaries prioritize human rights and request that its business partners address the following matters. The Company may also conduct due diligence on its business partners to ensure no human rights violations occur.

6.1 Ensuring Fair and Equal Treatment for Employees and Labor

Business partners must treat their personnel and labor with fairness and justice, refraining from bias or discrimination based on race, language, gender, skin color, origin, religion, belief, physical conditions, or social status. Furthermore, business partners shall not take any actions that could be perceived as unfair or unlawful termination of employment or any other actions that impede the opportunities for physically or socially disadvantaged yet competent individuals to work with the Company and/or its subsidiaries.

6.2 Fair and Appropriate Compensation and Benefit Packages

Business partners must provide proper compensation and benefits packages in accordance with relevant laws and regulations. Additionally, benefit packages should be tailored to the responsibilities and physical conditions of the employees. In certain situations, business partners may also take into account the potential impact on the families of the employees.

6.3 Legal Employment and No Actions that Might be Considered as Labor Harassment or Forced Labor

Business partners must adhere to employment laws and regulations and establish and enforce measures or guidelines to prevent any breaches of the law, particularly those related to child labor and forced labor. Under no circumstances should business partners engage in any form of conduct that could be construed as modern slavery. This includes any attempt to exploit, control, or coerce individuals, regardless of gender or age, to work against their will. Individuals should not be subjected to harassment, abuse, coercion, deceit, or any form of exploitation that undermines their personal liberties and rights (modern slavery), preventing them from refusing or leaving work. It is the responsibility of the business partners to ensure that no such actions occur within the entire supply chain.

The employment of foreign workers must be in compliance with the law.

6.4 Ensuring the safety and health of personnel and labor

Business partners must implement appropriate policies and measures to ensure the safety and health of their personnel and labor in accordance with applicable laws and regulations. They must also establish proper standards of operation and equipment to prevent accidents and fatalities at work, as well as develop a risk management plan for employees' health and safety during crises such as natural disasters or epidemics.

The Company and its subsidiaries will consider conducting human rights due diligence at least once every two years, as outlined in the due diligence plan.

7. Environmental Management

Business partners must adhere strictly to environmental laws and regulations. Additionally, they must implement appropriate policies and measures to prevent environmental impact from their business operations. These policies and measures should encompass natural resource optimization, waste management, and the use of alternative and environmentally friendly materials. If necessary, business partners may also need to implement measures to prevent impact on biodiversity.

8. Social and Community Responsibility and Good Relationship

As representatives of the Company and its subsidiaries, business partners are required to prioritize lawful business operations and refrain from breaching or violating the rightful benefits or rights of society and the community. Furthermore, it is important for business partners to recognize the value of fostering relationships with society and the community, as this reflects positively on the reputation of the Company and its subsidiaries. Business partners should also actively seek opportunities to directly or indirectly participate in social and community development activities.

9. Business Continuity

Business partners must be prepared to respond to emergencies, have a system for identifying and assessing risks, especially those related to employees, business activities, and risks that may affect product and service delivery. This is to prepare for emergency situations and ensure understanding and appropriate support measures. Business partners must also inform the company of any emergency situations that may affect the company.

10. Supply chain collaboration

Business partners must encourage their subcontractors or suppliers to adhere to the principles outlined in this Business Partner Code of Conduct as if they were the standard for doing business together, including management practices to create sustainable value for stakeholders involved in the company's product manufacturing and service delivery, encompassing environmental, social, and economic impacts, as well as good governance practices.

Communication

Business partners should communicate with their personnel, labor, and all stakeholders within their supply chain about this Business Partner Code of Conduct to ensure its application in their daily operations.

Whistle Blowing

If a business partner suspects that any action might violate the business code of conduct or a supplementary policy, they can file a complaint with the Chairman of the Board of Directors, the Chairman of the Audit Committee, the internal audit department, and other authorized parties using the channels and methods prescribed by the Company in its whistle-blowing policy, which is available on the Company's website. The complainant/whistleblower will be protected under this policy.

1. The individual acting as a whistleblower or cooperating in the investigation may opt to disclose their identity or remain anonymous if doing so would compromise their safety or result in any form of harm. In this context, opting to disclose one's identity allows the Company to more effectively and promptly provide updates on the progress of the case, explain the facts, and mitigate any damage.
2. The Company will not disclose any identifiable information of the whistleblower or any person cooperating in the investigation, and the Company will conduct a thorough investigation.
3. The recipient of the complaint must keep all relevant information confidential and only disclose it as necessary, taking into account the safety and potential harm to the whistleblower, the person cooperating in the investigation, informants, or any other involved parties.
4. If the whistleblower or the person cooperating in the investigation perceives that they may be at risk or in jeopardy, they are entitled to request the Company to provide them with appropriate protective measures. The Company may also implement protective measures proactively if there is a reasonable belief that trouble or danger is imminent.
5. All affected parties will receive equitable and just compensation for any incurred damages.

Evaluation and Due Diligence.

The Company and/or its subsidiaries may conduct an evaluation or due diligence on a business partner's compliance with this Business Partner Code of Conduct after providing advance notice to the business partner.

Policy Review

Policy review will be conducted once a year or whenever a situation has the potential to significantly impact this policy.

Announced and enforced from 17 October 2025, as per the approved amendment.

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(Roongrote Rangsiyopash)
Chairman of the Board of Directors

Business Partner Acknowledgment and Compliance

We, a business partner, understand and agree to comply with this Code of Conduct. We will disseminate this Code of Conduct to our personnel and ensure their full adherence to its provisions. We hereby consent to the Company, its subsidiaries, personnel, or an entity authorized by the Company or its Subsidiaries to conduct inquiries, evaluations, and reviews of our compliance with this Code of Conduct.

Signature and Seal (If Any)

Signature.....
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Position.....

Company/Partnership

Date