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Revision Y2025



Supplier Code of Conduct

The Platinum Group Public Company Limited

Supplier Code of Conduct

The Platinum Group Public Company Limited and its subsidiaries (the “Company”) conduct their business with a strong commitment to social, community, and environmental responsibility, as well as transparent and accountable management toward all stakeholders. Accordingly, the Company has established this “Supplier Code of Conduct”, aligned with the principles of the United Nations Global Compact (UNGC), to be adopted jointly by the Company and its suppliers in order to achieve sustainable development throughout the business value chain.

1. Business Ethics

- 1.1 Conduct business on the basis of integrity, honesty, ethical practices, transparency, and strict compliance with all applicable laws and regulations.
- 1.2 Operate fairly and responsibly toward all stakeholders.
- 1.3 Neither engage in nor accept any form of corruption or bribery, whether direct or indirect.
- 1.4 Disclose information accurately and completely as required by law.
- 1.5 Not disclose the Company’s internal information or any stakeholder information obtained through the course of duties.
- 1.6 Not use the Company’s internal information for personal or improper gain.
- 1.7 Conduct business in accordance with intellectual property laws and refrain from infringing upon the intellectual property rights of others.

2. Human Rights and Labor Practices

- 2.1 Treat employees and workers fairly in accordance with human rights principles and equality, without discrimination on the basis of physical or mental condition, race, nationality, religion, gender, language, age, skin color, education, social status, or any other characteristic.
- 2.2 Do not use forced labor or labor obtained through human trafficking.
- 2.3 Do not engage in any physical or mental abuse, including threats, confinement, coercion, intimidation, harassment, or any form of violence against workers.

- 2.4 Do not employ child labor below the legal minimum age. In cases where workers above the legal minimum age are employed, they must be provided with protections as required by law.
- 2.5 Do not assign female employees to work in conditions that may endanger their health and safety. Pregnant employees must be provided with protections and benefits as required by law.
- 2.6 Employment of migrant workers must comply fully with applicable laws.
- 2.7 Provide working hours, overtime, rest days, and leave entitlements in accordance with legal requirements.
- 2.8 Provide fair payment of wages, overtime pay, holiday work pay, holiday overtime, and severance pay, not lower than legally required rates and paid on time.

3. Occupational Health and Safety

- 3.1 Comply with all applicable laws, rules, and regulations relating to occupational health and safety.
- 3.2 Ensure employees use personal protective equipment that meets legal standards.
- 3.3 Establish procedures for emergency control and conduct regular drills.
- 3.4 If any health or safety risks arise that may affect the supplier's or the Company's operations, the supplier must report preventive and corrective actions to the Company and be prepared to implement prevention, correction, and remediation for any potential impacts on society immediately.

4. Environment

- 4.1 Comply with all applicable laws, regulations, and standards relating to natural resource and environmental conservation.
- 4.2 Implement measures that demonstrate environmental responsibility and reduce impacts on the environment and surrounding communities.

5. Anti-Bribery and Anti-Corruption

- 5.1 Comply with all applicable laws and regulations related to anti-corruption, anti-bribery, fraud, and other prohibited business practices.
- 5.2 Comply with the Company's anti-corruption guidelines and cooperate with all related requirements issued by the Company.

6. Conflicts of Interest

6.1 Not seek personal benefits or provide benefits to close persons arising from one's position, duties, or opportunities associated with working with the Company.

6.2 Cooperate in disclosing any information, transactions, or situations that may present a conflict of interest.

7. Whistleblowing and Complaint Channels

Suppliers and stakeholders may file complaints or report any misconduct or corruption related to the Company through the designated whistleblowing and complaint channels as follows:

- 1) Filing complaints or whistleblowing can be done verbally or in written;
- 2) Submitting to the Company via e-mail address: internalaudit@theplatinumgroup.co.th or;
- 3) Mailbox for complaints or whistleblowing provided by the Company or;
- 4) Sending a letter to Chairperson of the Audit Committee (who is an independent director) at the following address:

Internal audit department

The Platinum Group Public Company Limited

111, PIER 111 Building (M2), 21st Floor, Ratchadamri Road, Lumpini

Pathumwan, Bangkok, 10330

Supplier Code of Conduct (Revision) has been reviewed and approved by the Company's Board of Directors meeting no. 4/2025 on November 11, 2025 with effective date from November 11, 2025 onwards.

---Mr. Palakorn Suwanrath---

Mr. Palakorn Suwanrath

Chairman of the Board of Directors

Date November 11, 2025