

	Supplier Code of Conduct	
	Document no : PD-IR-025	Revision : REV00
	Effective Date : 13 August 2026	Page :1/10

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	Supplier Code of Conduct	
	Document no : PD-IR-025	Revision : REV00
	Effective Date : 13 August 2026	Page :2/10

Contents

Topic	Page
Introduction	3
Definition	3
Scope of Application	3
Code of Conduct for Business Operations	4
1. Environment	4
2. Social	5-6
3. Governance	6-7
Whistleblowing and Complaint Channels	7
Communication and Dissemination of the Supplier Code of Conduct	7-8
Review and Update of the Supplier Code of Conduct	8
Revision History	9-10

	Supplier Code of Conduct	
	Document no : PD-IR-025	Revision : REV00
	Effective Date : 13 August 2026	Page :3/10

Supplier Code of Conduct

Jaymart Group Holdings Public Company Limited (the "Company") is committed to conducting its business with honesty and integrity, in accordance with the principles of good corporate governance, and with responsibility towards society, communities, the environment, and all groups of the Company's stakeholders, in line with the principles of sustainable business development.

The Company has therefore prepared this Supplier Code of Conduct to express its expectation that all groups of suppliers who enter into any type of transaction with the Company will operate transparently and in accordance with a code of conduct that demonstrates responsibility in every dimension. The aim is not to pursue business benefits alone, but to conduct business in a way that demonstrates a shared commitment to operating throughout the supply chain with sustainability and stability.

Definition

Business Code of Conduct means the standards and good practices for managing a business with honesty and integrity, with responsibility towards all groups of stakeholders, taking into account both the positive and the negative impacts that may arise from the operations of the business, and strictly respecting social rules and legal requirements.

Scope of Application

This Supplier Code of Conduct applies to every function that works with Jaymart Group Holdings Public Company Limited, whether directly or indirectly, and covers the subsidiaries and associated companies of its business agents, as well as all groups of the Company's suppliers. It is intended to serve as the criteria for working together strictly on the basis of honesty and integrity in accordance with good corporate governance and sound ethics, and to promote and develop the ways in which the parties work with one another, according to the capability and suitability of each party, for shared and sustainable business growth.

	Supplier Code of Conduct	
	Document no : PD-IR-025	Revision : REV00
	Effective Date : 13 August 2026	Page :4/10

Code of Conduct of Business Operation

1. Environment

In conducting its business, a supplier should not consider only the benefits that it will receive. A supplier should conduct its business with responsibility, and environmental responsibility is a duty that a supplier must unavoidably perform with respect. A supplier should be aware of the impacts arising throughout its operating process, from the beginning to the end of the process, in order to avoid or prevent actions that may create impacts on the environment, and in order to conduct business together sustainably over the long term.

Good Practice Guidelines

- 1.1. The Company expects suppliers to conduct their business with attention to impacts that may cause damage to the environment, in both the short and the long term.
- 1.2. Suppliers should always have measures, guidelines, and actual working practices that comply responsibly with environmental laws.
- 1.3. In addition to operating in a way that avoids or prevents environmental impacts, suppliers should support or promote activities that help to conserve and restore the environment and ecosystems, wherever the opportunity arises.
- 1.4. Suppliers should be committed to building environmental awareness and consciousness as part of their organizational culture.
- 1.5. Suppliers should use energy efficiently and have approaches to reducing greenhouse gas emissions from their operations, as appropriate to the nature of their business.
- 1.6. Suppliers should use water resources wisely and manage wastewater in accordance with the requirements of the law.
- 1.7. Suppliers should have approaches to preventing and reducing pollution, as well as managing waste appropriately, with a focus on reducing the volume of waste at source.
- 1.8. Suppliers should use resources efficiently and promote the recirculation of resources for reuse in accordance with circular economy principles, wherever the opportunity arises.
- 1.9. Suppliers should avoid or reduce activities that may affect biodiversity and ecosystems.

	Supplier Code of Conduct	
	Document no : PD-IR-025	Revision : REV00
	Effective Date : 13 August 2026	Page :5/10

2. Social

Suppliers should always give importance to conducting business in a way that manages relationships with, and treats, all groups of stakeholders equally, and that pays attention to what each group of stakeholders is rightfully entitled to receive. Whether a stakeholder group is a primary or a secondary group, every group is unavoidably important to the conduct of business.

Good Practice Guidelines

- 2.1. The Company supports and expects suppliers to pay attention to operating in a way that strictly respects human rights.
- 2.2. Suppliers should give importance to the treatment of workers and respect international labour rights principles. As a minimum, suppliers should comply with the requirements of the law and respect international labour rights principles in the following areas:
 - 2.2.1. Employment of labour, forced labour, and child labour.
 - 2.2.2. Migrant workers, and the non-collection of recruitment fees.
 - 2.2.3. Appropriate and not excessive working hours, weekly holidays, and traditional holidays.
 - 2.2.4. Minimum wages, living wages, welfare, and social security.
 - 2.2.5. Equal treatment, non-discrimination, and support for disadvantaged groups.
 - 2.2.6. Freedom from harassment, abuse, or inhumane treatment in any form.
 - 2.2.7. Development of skills and knowledge for work.
 - 2.2.8. Career growth and opportunities for advancement.
 - 2.2.9. Happiness in the workplace.
 - 2.2.10. Occupational health, safety, and the working environment.
 - 2.2.11. Freedom of association and assembly.
 - 2.2.12. The right to collective bargaining.
- 2.3. Suppliers should give importance to, and respect, their shareholders by disclosing material information to shareholders equally, transparently, and fairly.
- 2.4. Suppliers should have approaches, measures, or criteria for operating in a way that respects the code of conduct to which customers are entitled, by delivering quality products or services.
- 2.5. Suppliers should have approaches, measures, or criteria for protecting customers' personal data effectively.

	Supplier Code of Conduct	
	Document no : PD-IR-025	Revision : REV00
	Effective Date : 13 August 2026	Page :6/10

- 2.6. Suppliers should give importance to customer satisfaction and have approaches to further improving customer satisfaction.
- 2.7. Suppliers should avoid any action that may affect the well-being of people in the surrounding communities, whether directly or indirectly, and should promote local employment.
- 2.8. Suppliers should always take into account respect in their treatment of all groups of the Company's stakeholders, whether direct or indirect, on an equal basis.
- 2.9. Suppliers should conduct their business with social responsibility, should not conduct business that is contrary to the good practices of society, and should cooperate in social activities relating to the Company.
- 2.10. If there is a complaint from society or from a community located near the Company, suppliers should listen to the problem and take corrective action as quickly as possible, and should also identify measures to prevent the problem from recurring.
- 2.11. Suppliers should give importance to conducting business with due regard to the various impacts that may arise on society, communities, and the environment.

3. Governance

Suppliers should give importance to conducting their business transparently, fairly, and with honesty and integrity, and to respecting the rules and complying with the law in their dealings with trade competitors, customers, government agencies, private sector agencies, employees at all levels, and all groups of the suppliers' own stakeholders.

Good Practice Guidelines

- 3.1. Suppliers should have effective approaches or measures for maintaining confidentiality and preventing the use of inside information for the pursuit of benefits (confidentiality of information and insider trading / dealing).
- 3.2. Suppliers should give importance to conducting business transparently, with no transaction that may constitute fraud or corruption in any form, such as the giving or receiving of bribes, the solicitation of benefits, facilitation payments, or money laundering.
- 3.3. Suppliers should have an anti-corruption policy or practice guidelines for their executives, employees, and persons connected with them.

	Supplier Code of Conduct	
	Document no : PD-IR-025	Revision : REV00
	Effective Date : 13 August 2026	Page :7/10

- 3.4. Suppliers should have approaches to preventing and managing conflicts of interest that may arise in the course of doing business with the Company.
- 3.5. Suppliers should have appropriate measures for maintaining the security of their information and information technology systems (IT security).
- 3.6. Suppliers must carry out transactions of all kinds with government agencies and external organizations in accordance with the correct rules and procedures, and should not use influence or any approach that may constitute corruption in their operations.

Whistleblowing and Complaint Channels

a supplier, a business agent, or a stakeholder of the Company becomes aware of a wrongful act, or suspects that an act may constitute a wrongful act that is contrary to the rules or policies of the Company, that person may report the matter or submit a complaint through the channels designated by the Company, as follows:

1. Email : ir@jaymart.co.th , whistleblowing@jaymart.co.th
2. Website : <https://www.jaymart.co.th/th/investor-relations/whistleblowing>
3. Post : Addressed to the "Audit and Risk Management Committee", No. 187, 189 Jaymart Building, Ramkhamhaeng Road, Rat Phatthana Sub-district, Saphan Sung District, Bangkok 10240
4. Suggestion box : Jaymart Building, Tower A, Floor L

Communication and Dissemination of the Supplier Code of Conduct

The Company regards the communication of this Supplier Code of Conduct to every supplier, so that all suppliers are informed of it and understand it in the same way, as an essential condition for conducting business together sustainably. The approach is as follows:

1. The Company disseminates this Supplier Code of Conduct to every supplier, both existing suppliers and new suppliers, through channels that suppliers can access, such as the Company's website.
2. The Company prepares this Code of Conduct in Thai and English, and will consider preparing it in additional languages as appropriate to the nature of the business and the groups of suppliers, so that suppliers can understand the content correctly and completely.

	Supplier Code of Conduct	
	Document no : PD-IR-025	Revision : REV00
	Effective Date : 13 August 2026	Page :8/10

3. Suppliers must study and understand this Code of Conduct and acknowledge it, in order to adopt it as their practice guidelines for doing business with the Company.
4. Suppliers should communicate and pass on the principles of this Code of Conduct to their employees, contractors, and next-tier suppliers, so that practices are aligned in the same direction throughout the supply chain.
5. If a supplier has any question about the content of, or compliance with, this Code of Conduct, the supplier may raise the question through the channels designated by the Company, so that a correct understanding is reached before taking action.

Review and Update of the Supplier Code of Conduct

The unit responsible for this Supplier Code of Conduct is required to update the details of each process annually, so that they remain current and appropriate to the circumstances, and to submit them to the Board of Directors for consideration and approval.

This Supplier Code of Conduct is announced to be effective
from 13 August 2026 onwards.



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Approver of the Supplier Code of Conduct

Mr.Pisnu Pong-acha

Chairman of the Board

	Supplier Code of Conduct	
	Document no : PD-IR-025	Revision : REV00
	Effective Date : 13 August 2026	Page :9/10

Revision History

Revision	Responsible Unit	Review Date	Effective Date	Details of Revision
REV00	Investor Relations	Board of Directors Meeting No. 2/2024 on 15 May 2024	17 May 2024	First issuance
REV00	Investor Relations	Board of Directors Meeting No. 6/2024 on 8 November 2024	8 November 2024	Annual review for 2024. No change to the content. The existing version remains in force until the policy is revised.
REV00	Investor Relations	Board of Directors Meeting No. 7/2025 on 11 November 2025	11 November 2025	Annual review for 2025. No change to the content. The existing version remains in force until the policy is revised.
REV01	Investor Relations	Board of Directors Meeting No. 4/2026 on 11 August 2026	13 August 2026	Environment: the good practice guidelines were revised as follows: (Added) Clauses 1.5 – 1.9 to cover energy and greenhouse gases, water management, pollution and waste, circular economy, and biodiversity. Social: the good practice guidelines were revised as follows: (Added) Clause 2.2.2 to align with international labour rights principles. (Revised) Clauses 2.2.3 – 2.2.6 to align with international labour rights principles. (Added) Clauses 2.2.11 – 2.2.12 to align with international labour rights principles. (Revised) Clause 2.7 to align with international labour rights principles. Governance: the good practice guidelines were revised as follows:

Jaymart Group Holdings Public Company Limited