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(For translation only)

Announcement No. DTGO-CG 002/2566

DTGO Supplier Code of Conduct

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### Message from Taproot Captain – Chairman of the Executive Committee

DTGO's business, social, and environmental activities are based on integrity and morality with good corporate governance. Our operations are in line with efficiency, transparency, auditability, and the interests of stakeholders, society, and the environment. We believe that good corporate governance benefits our nation and society with the support and shared commitment of DTGO and all stakeholders. We have therefore decided to present a code of conduct for DTGO suppliers to show the group's determination to develop sustainably in collaboration with our suppliers. This code aims to ensure that our operations and supply chain conform with law and good corporate governance while fostering transparency, individual rights, equitable treatment, safety, health, and environmental responsibility.

Mrs. Thippaporn Ahriyavraromp

Taproot Captain – Chairman of the DTGO Executive Committee



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## Definitions

- “DTGO” or “group” means DTGO Corporation Limited and/or its subsidiaries and any legal entities controlled by the Board of Directors and/or management of DTGO.
- **Supplier** means a vendor, contractor, or service provider to DTGO, whether an individual or a juristic person.

## Guidelines

### 1) Business ethics

#### 1.1 Compliance with regulations and laws

- 1) Suppliers shall respect and follow the laws and regulations relating to business operations and social activities with integrity, morality, transparency, and auditability. Their behavior shall also take account of stakeholders, society, and the environment in line with good corporate governance.
- 2) Executives and employees under the suppliers’ supervision shall provide a role model in working behavior centered on integrity, morality, transparency, and auditability.

#### 1.2 Fair operations

Suppliers shall exercise responsibility and fairness with all stakeholders and run their business in accordance with fair competition. They shall not perform any action that entails conflict of interest with DTGO members.

#### 1.3 Information disclosure and confidentiality

- 1) Suppliers shall disclose information fully and correctly in line with laws and regulations.
- 2) Suppliers shall ensure DTGO’s information is secure and shall not use or disclose it without DTGO’s consent and shall not violate the confidential information of others.

#### 1.4 Intellectual property

Suppliers shall respect and shall not violate the intellectual property of others.

#### 1.5 Anti-corruption

Suppliers must not perform or support any form of fraud or corruption.



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## 2) Individual rights and equitable treatment

### 2.1 Individual rights

Suppliers shall respect individual rights and take account of human dignity, equality, fairness. Suppliers shall not practice favoritism based on similarities or differences in origin of birth, nationality, race, skin color, sexuality, age, physical impairment or disability, belief, religion, political perspective, education, social status, and marital status.

### 2.2 Equitable treatment

Suppliers shall comply with labor laws and labor protection as listed below:

- 1) Treat workers appropriately, with fair payment and remuneration for job descriptions and working hours and providing benefits as prescribed by law.
- 2) Do not employ illegal workers. Employment of foreign workers must comply with regulatory requirements.
- 3) Do not treat workers in any manner that could be regarded as forced labor or human trafficking. This includes physical and psychological punishments, threats, harassment, detention, and any form of violence.
- 4) Do not employ child labor younger than the legally required minimum age. If suppliers employ child labor above the legal age limit, they shall offer labor protection as required by law.
- 5) Female workers shall not face health- and safety-related risks. Suppliers shall offer labor protection and benefits as required by law to pregnant workers.

## 3) Occupational health and safety

- 3.1 Suppliers shall follow laws, regulations, and guidelines on occupational safety and health.
- 3.2 Suppliers shall ensure the safety of employees and related parties by ensuring the working environment is safe and hygienic as required by law to reduce the risk of accidents, injuries, and sickness.
- 3.3 Suppliers shall efficiently ensure emergency measures and readiness.

## 4) Environment

- 4.1 Suppliers shall abide by environmental laws, regulations, rules, and measures.



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4.2 Suppliers shall operate in an environmentally responsible manner and shall protect the environment.

5) **Participation in societal development**

Suppliers must take account of impacts on communities and society. They should also join campaigns to improve quality of life and well-being for communities and society.

6) **Whistleblowing**

If suppliers witness any action by DTGO members (FAMZ) or business units that may be in breach of laws, regulations, rules, and business and social codes of conduct, such as a violation of rules or regulations or corruption or an unreasonable abstention from duty, suppliers shall file a complaint or report apparent misconduct via the specified DTGO channels for whistleblowing or complaints.

**Note:** You can study information about DTGO Whistleblowing or Complaints Regulations at <https://www.dtgo.com>