



JORAKAY SUPPLIER CODE OF CONDUCT

Jorakay Corporation Co., Ltd. is committed to conducting business with integrity, transparency, and ethical principles under the framework of good corporate governance, while taking into consideration social and environmental responsibilities. The Company is dedicated to sustainable development and mindful accountability toward all stakeholders involved in our business.

Accordingly, the Company has established this **Supplier Code of Conduct** to foster strong partnerships with suppliers and create sustainable value for both internal and external stakeholders. Recognizing the importance of responsible supply chain management, this Code encompasses the three dimensions of ESG (Environmental, Social, and Governance) in accordance with international standards.

The Company expects all suppliers engaging in business with Jorakay Corporation Co., Ltd. to study, understand, and adopt the principles set forth in this Code as guidelines for their business operations so that we may achieve mutual success and sustainable growth together. The details are as follows:

1. Human Rights and Labor

1.1. Suppliers should respect human rights and treat their employees fairly in accordance with internationally recognized standards, labor laws, and other applicable regulations.

1.2. Suppliers shall neither engage in nor support any form of forced labor, involuntary labor, harassment, abuse, human trafficking, or violence in any form.

1.3. Suppliers shall not employ child labor below the minimum legal working age and shall comply with all applicable laws governing child and young workers.



1.4. Suppliers shall conduct business without discrimination on the basis of race, nationality, color, gender, religion, age, or other protected characteristics, and shall ensure equal and fair treatment of all employees.

1.5. Suppliers shall comply with applicable laws regarding wages, overtime compensation, and holiday pay. Employees shall be paid fairly, not less than the legally prescribed minimum, in a timely manner, and shall not be required to work beyond legally permitted working hours.

1.6. Suppliers shall respect the legal rights of employees to join or refrain from joining labor unions, associations, or federations of their choice.

1.7. Suppliers shall treat migrant and foreign workers fairly and equally with all other employees, adhering to the Employer Pays Principle. Suppliers shall not charge recruitment fees to workers and shall not retain passports, identity documents, or other important personal documents.

1.8. Suppliers should establish safe and confidential grievance mechanisms and reporting channels for employees, including measures to protect whistleblowers from retaliation.

2. Safety, Occupational Health, and Environment

2.1. Suppliers should demonstrate responsibility and commitment to the efficient use of resources, including supporting alternative energy utilization and effective resource management initiatives.

2.2. Suppliers shall strictly comply with all applicable occupational health, safety, and environmental laws and regulations. They shall actively monitor, prevent, and appropriately address conditions that may endanger life, health, property, or the environment.

2.3. Suppliers shall ensure that their production systems incorporate pollution prevention measures, including appropriate and safe waste



treatment, air emission control, and wastewater management systems. Suppliers shall continuously monitor environmental performance and strive to reduce greenhouse gas emissions through suitable mechanisms.

2.4. Suppliers shall be committed to protecting and conserving biodiversity and ecosystem services effectively. This includes avoiding deforestation, minimizing environmental impacts arising from operations, and applying the principles of the 3Rs: Reduce, Reuse, and Recycle.

2.5. Suppliers shall provide employees with a safe and hygienic working environment, including health examinations, training programs, and awareness-building initiatives. Suppliers shall identify, reduce, and control workplace risks and establish emergency preparedness and response procedures to minimize potential losses.

2.6. When entering operational areas or transporting goods, suppliers shall comply with all applicable safety rules, risk-related safety standards, and transportation safety requirements. Suitable and sufficient personal protective equipment (PPE) shall be provided to employees according to identified risks.

2.7. Suppliers shall manage hazardous substances and chemicals safely throughout their entire lifecycle, including procurement, storage, transportation, use, reuse (where applicable), and disposal. Such management shall comply with all relevant laws and requirements. Suppliers shall maintain Safety Data Sheets (SDS), ensure proper labeling and identification, and provide adequate training and communication to employees and relevant parties to enable safe handling and minimize impacts on health, safety, and the environment. Furthermore, the Company encourages suppliers to implement environmental and occupational health and safety management systems in accordance with applicable internationally recognized standards, such as ISO 14001, as deemed appropriate.



3. Ethics and Legal Compliance

3.1. Suppliers shall conduct business with honesty, integrity, transparency, ethical standards, and strict compliance with all applicable laws and regulations.

3.2. Suppliers shall not engage in bribery, promise to provide money, assets, gifts, or any other benefits, participate in bid-rigging activities, or commit any form of corruption.

3.3. Suppliers shall compete fairly and provide equal opportunities in the marketplace. They shall not enter into agreements with competitors to fix prices, service fees, profits, or otherwise restrict competition.

3.4. Suppliers shall maintain accurate and complete business and accounting records and make such records available for review upon request.

3.5. Suppliers shall protect the confidential information of the Company and other related business partners. Such information shall not be disclosed to unauthorized parties and shall be used solely for conducting business with the Company.

3.6. Suppliers shall promptly notify the Company in writing of any actual or potential conflict of interest involving the Company, the supplier, or any related person, including family members, where such relationships may give rise to a conflict of interest.

3.7. Suppliers shall respect the intellectual property rights of others and exercise due care to avoid any infringement of such rights.

3.8. Suppliers shall protect personal data under their control and ensure that the collection, use, disclosure, storage, and safeguarding of such data comply with applicable personal data protection laws and regulations.

4. Community and Society

4.1. Suppliers shall conduct business responsibly, taking into consideration impacts on communities and society. They shall respect



cultural diversity and local traditions and support appropriate community development initiatives.

4.2. Suppliers should support the procurement of goods and services from local vendors and promote the use of locally sourced raw materials and products that meet recognized standards. Such practices contribute to job creation, income generation, community development, and sustainable growth.

4.3. Suppliers shall provide opportunities for communities and stakeholders to participate in consultation processes regarding projects that may affect them and to raise opinions, concerns, or complaints related to the supplier's operations.

5. Sustainable Procurement

5.1. Suppliers shall procure and deliver products and services that meet required specifications, quality, and safety standards, do not adversely impact communities, society, or the environment, and comply with applicable laws. Suppliers shall implement due diligence procedures for the selection of suppliers,

subcontractors, and sources of raw materials, including the identification and prevention of conflict minerals, illegally sourced materials, or materials linked to human rights violations.

Suppliers shall also establish sustainable procurement policies for selecting their own business partners in order to screen out organizations or individuals that may pose risks within the supply chain.

5.2. Suppliers should provide appropriate training and communication regarding the contents of this Code to their employees, suppliers, and subcontractors to promote ethical and sustainable procurement practices throughout the supply chain.



6. Governance, Monitoring, and Reporting Compliance

6.1. Suppliers agree to cooperate in monitoring and evaluating compliance with this Code. The Company reserves the right to conduct assessments through self-assessment questionnaires, document reviews, or on-site audits at supplier facilities, as appropriate and with prior notice.

6.2. If a supplier is found to be non-compliant with this Code, the Company may require corrective actions within an appropriate timeframe. Failure to implement corrective actions or significant violations of this Code may result in a review of the business relationship, including suspension or termination of supplier status, as deemed appropriate.

6.3 If a supplier becomes aware of or suspects that any Company personnel have engaged in conduct inconsistent with the Company's Code of Business Conduct or have violated laws related to business dealings with the Company, the supplier may report such concerns through the Company's whistleblowing channels. The Company will maintain confidentiality and provide appropriate protection measures for whistleblowers.

The Company's reporting channels are as follows:

Channel 1: Postal Mail

Chief Executive Officer or The Company Secretary (acting on behalf of the CEO)

Jorakay Corporation Co., Ltd.

10 Krungthepkreetha Rd., Thapchang

Saphansung, Bangkok 10250 Thailand

Channel 2: E-mail

cg@jorakay.co.th



Cases Involving Senior Executives

If the subject of a complaint is a Chief Executive Officer, a higher-ranking executive, or a member of the Board of Directors, the matter may be reported directly to the Audit Committee or the Company Secretary (acting on behalf of the Audit Committee).

On behalf of Jorakay Corporation Co., Ltd., we sincerely thank all suppliers for their trust and continued cooperation in complying with the Company's policies. We firmly believe that this ongoing partnership will be a key driver in enabling both the Company and its suppliers to grow together in a stable and sustainable manner.

Jirat Sirichalermpong, Ph.D.
Chief Executive Officer