



(Translation)

Announcement No. LIT 008/2025

Supplier Code of Conduct

(Note: This document is an English translation of the original Thai version. In the event of any discrepancy or conflict between the English translation and the Thai original, the Thai version shall prevail in all respects.)

Endorsed by LIT – Corporate Governance Committee, May 9, 2025
Approved by LIT – Board of Directors, May 14, 2025
Effective Date May 15, 2025
Next Review Date May 15, 2026



Revision History

Effective Date	Significant Changes
May 15, 2025	Supplier Code of Conduct - Endorsed by the Corporate Governance Committee on May 9, 2025 - Approved by the Board of Directors on May 14, 2025



Supplier Code of Conduct

Lease IT Public Company Limited

1. Introduction

Lease IT Public Company Limited (the “Company”) wishes for the Company and its subsidiaries to uphold the commitment to conduct business with integrity, transparency, and honesty, while maintaining social and environmental responsibility. Furthermore, the Company is committed to ensuring the widespread implementation of this commitment among the Company’s suppliers. The Company has established a “Supplier Code of Conduct” has been established with the expectation that our suppliers will operate with integrity, transparency, and fairness, while respecting human rights and labor standards, and prioritizing environmental stewardship.

2. Scope

This Supplier Code of Conduct is applicable to the suppliers of Lease IT Public Company Limited, including its subsidiaries, associated companies, and any other entities over which the Company has controlling power.

3. Definitions

This Supplier Code of Conduct shall apply to the suppliers of Lease IT Public Company Limited and its subsidiaries. The term 'Supplier' shall mean vendors, contractors, service providers, and subcontractors of such vendors, contractors, and/or service providers who provide goods, works, or services to Lease IT Public Company Limited and its subsidiaries.

4. Supplier Code of Conduct of Lease IT Public Company Limited and its Subsidiaries

4.1 Business Ethics

Suppliers of the Company and its subsidiaries must conduct their business with honesty, ethics, and social responsibility under corporate governance principles to foster mutual trust and confidence. To achieve this, the following good practices are encouraged:

4.1.1 Strictly comply with all laws, rules, and regulations relevant to business operations.

4.1.2 Oppose corruption and implement preventive measures against all forms of fraudulent activities, conflicts of interest, and bribery.

4.1.3 Refrain from engaging or conniving in any unfair business competition.

4.1.4 Conduct business with responsibility and integrity, while prioritizing quality in the delivery of goods and services.

4.1.5 Maintain, protect, and prevent the leakage of confidential information of the Company and its subsidiaries, as well as to refrain from disclosing or utilizing confidential information of the Company, its subsidiaries, customers, and/or business associates for personal gain or unauthorized disclosure under any circumstances that violate relevant laws, rules, orders, and regulations of government authorities.

4.1.6 Respect the intellectual property of the Company, its subsidiaries, and others; to refrain from infringing upon and/or disseminating such intellectual property without authorization or consent; and to utilize such intellectual property solely for the purposes agreed upon in the contract.

4.2 Labor and Human Right

The business partners of the Company and its subsidiaries should prioritize fundamental labor rights in accordance with human rights principles, taking into account human dignity, equality, and fairness. There shall be no discrimination based on physical or mental conditions, race, religion, gender,



age, or education. In this regard, business partners are encouraged to promote the following good practices:

4.2.1 Comply with labor protection laws and any other relevant legislation.

4.2.2 Refrain from engaging in any actions or supporting business activities that violate human rights, by prohibiting the use of child labor, forced labor, and illegal labor.

4.2.3 Treat labor fairly and ensuring non-discrimination based on differences in race, religion, age, gender, marital status, political ideology, disability, or other attributes protected by law, including the accurate and fair payment of wages and legally entitled employee benefits.

4.3 Environmental Management

The suppliers of the Company and its subsidiaries should recognize the importance of resource consumption and the efficient, value-maximizing utilization of natural resources within business processes that may directly or indirectly impact the environment. In this regard, suppliers are encouraged to adopt the following good practices:

4.3.1 Comply with relevant environmental laws, rules, and regulations as prescribed by government authorities.

4.3.2 Operate eco-friendly businesses and preserve the environment.

4.3.3 Promote efficient and effective resource utilization within the organization such as electricity, water, fuel, and paper and reduce waste, foam boxes, and plastics to mitigate potential environmental impacts.

4.4 Occupational Health & Safety Working Environment

The suppliers of the Company and its subsidiaries should recognize the importance of maintaining a workplace environment that ensures high standards of occupational health and safety for employees, particularly regarding potential risks of accidents and occupational health hazards. In this regard, suppliers are encouraged to promote the following good practices:

4.4.1 To comply with relevant occupational health and safety laws, rules, and regulations as prescribed by government authorities.

4.4.2 To provide a safe and hygienic working environment, as well as to mitigate and control the risks of accidents and occupational health hazards arising from operations, transportation, and services.

4.4.3 To establish guidelines for managing emergencies or abnormal situations in order to minimize losses, which shall encompass outbreak response measures in compliance with relevant laws.

4.4.4 To provide an adequate supply of personal protective equipment (PPE) that corresponds to operational risks, ensuring that such equipment is maintained in good and ready-to-use condition.

Revision of the Supplier Code of Conduct

This Supplier Code of Conduct shall be reviewed and updated annually, or upon any significant changes and any material amendments will be communicated to all stakeholders. Such amendments must be reviewed and endorsed by the Corporate Governance Committee and approved by the Board of Directors.

This Supplier Code of Conduct was approved by the Board of Directors at Meeting No. 5/2025 on May 14, 2025, and shall be effective from the announcement date onwards.

Announced on May 15, 2025
Police General Jate Mongkolhutthi
Chairman of the Board
Lease IT Public Company Limited