

Business Partners and Suppliers Code of Conduct

Leo Global Logistics Public Company Limited

Business Partners and Suppliers Code of Conduct

Leo Global Logistics Public Company Limited (“**the Company**”) is committed to conducting business responsibly, ethically, transparently, fairly, and auditably, in accordance with the principles of good corporate governance. In addition, The Company also takes into consideration the economic, social, and environmental impact on internal and external stakeholders, in line with the principles of sustainable development. The Company treats business partners and suppliers fairly and honestly, respecting the terms and conditions agreed upon in business partnership. The Company has set up the business Code of Conduct for business partners and suppliers to be used as guidelines in the business operations, ensuring compliance with laws, company regulations, and international standards, aiming at promoting transparent and legally compliant business practices, creating value and sustainable growth among business partners and suppliers.

Definition

Business Partner means:

An individual or organization that collaborates with the Company to enhance service capabilities, share resources, and generate mutual sales growth, with shared goals.

Supplier means:

A seller of products, a contractor and/or provider of services, including those appointed or authorized to act on behalf of such seller, contractor and/or service provider.

A sub-contractor of a seller, freelancer and/or service provider, including those appointed or authorized to act on behalf of such sub-contractor of the seller, freelancer and/or service provider.

Practice Guidelines

1. Business Integrity and Transparency

1.1 Honesty and Business Ethics

The business operations of business partners and suppliers must be based on integrity, honesty, transparency, and ethics, consisting of the following actions:

- a) Strictly complying with all applicable laws and regulations
- b) Conflict of Interest: Business partners and suppliers must adhere to the Company's policies and practice guidelines for preventing conflicts of interest. In the event of a conflict of interest, business partners and suppliers must disclose information to the Company and refrain from participating in related decision-making processes. The Company will appoint a director or an authorized person who has no vested interest in the conflict of interest to consider the matter and take appropriate action in accordance with the procedure.

c) Adhering to the principles of good business competition in line with international standards, and not obstructing or colluding with others to obstruct or hinder unfair competition.

d) Ethical issues must be managed efficiently and transparently.

e) Shall not engage in any act that solicits or accepts any form of compensation & benefit, whether in the form of cash, gifts, or other benefits, or any form of entertainment, for one's own benefit, family, or related parties, with the purpose to manipulate relationships, channels or opportunities for creating inappropriate business benefits which may lead to fraud & corruption and conflicts of interest.

1.2 Providing Gifts, Presents, or Entertainment

Business partners and suppliers must not offer gifts, presents, bribes, or any other benefits, or provide entertainment activities to Company employees or executives that could be interpreted as unfairly or inappropriately favoring business partners and suppliers.

1.3 Anti-Corruption

Business partners and suppliers must acknowledge and comply with the Company's Anti-corruption policies and practice guidelines. They must not engage in any action that constitutes or poses a risk of any form of fraud & corruption. Moreover, the Company also encourages Critical Tier 1 business partners and suppliers to implement their own anti-corruption policy with active monitoring and assessment procedures in compliance with the policy.

1.4 Confidentiality

Business partners and suppliers must protect the confidentiality of the Company's and customers' information, must not utilize such information without consent, and must not violate the confidentiality of other persons' information.

1.5 Respect for Intellectual Property (IP) Rights

Business partners and suppliers must respect and not infringe on the intellectual property of others, and must set up measures to prevent intellectual property infringement.

2. Socially Responsible Business Practices

2.1 Respect for Human Rights and Labor

a) Set up comprehensive human rights policy with risk assessment, and develop a human rights action plan that covers all of the Company's business activities (employees, direct business activities, products and services) under the Company's management authority.

b) Employment of foreign workers must comply with the law.

c) Offer and pay wages, overtime pay, holiday pay, welfare and benefits that employees are entitled to, fairly and correctly, at a rate no lower than the legally mandated rate. Moreover, the Company also ensures that

the employment and rights of pregnant women and their spouses comply with legal requirements, while supporting employee well being in having a good quality of life and ensure prompt, on-time payroll processing.

d) Set up clear employment standards that comply with legal requirements and rules & regulations.

e) Promote and respect the rights of employees to freedom of association and the right to collective bargaining, including negotiating and bargaining freely as permitted by law.

f) Shall not discriminate against or exclude workers based on differences in race, skin color, religion, gender, age, nationality, citizenship rights, sexual orientation, disability, or any other issues.

g) Shall not support or use forced labor, illegal labor, slave labor, and child labor. All forms of abuse, violence or intimidation against workers are prohibited.

(h) Employees must not work longer hours than legally regulated. In cases of overtime work, it must be based on the employee's voluntary consent. Moreover, holidays and leave of absence must be provided in the amount no less than those stipulated by labor law.

2.2 Occupational Health and Safety

a) Occupational Health, Safety, and Working Environment

Arrange good occupational health, safety, and working environment aspects in the workplace as required by law for employees and related individuals or groups to minimize and control the risk of accidents that may affect health resulting from work, transportation, and services. In addition, the Company shall also set up guidelines for managing emergency situations to minimize losses: Emergency Response Plan (ERP) and Business Continuity Plan (BCP).

b) Personal Protective Equipment

Provide sufficient and readily available personal protective equipment to employees, appropriate to the level of risk, and ensure its proper usage.

c) Establish policies and practice guidelines regarding occupational health, safety, and working environment, as well as providing occupational health and safety training as appropriate.

3. Environmental and Climate Change Responsibilities

a) Conduct business with responsibility and accountability towards environment and climate Change impacts in compliance with relevant laws, regulations, and relevant standards.

b) Collect relevant environmental and climate change data, such as greenhouse gas (GHG) emission data (scope 1 and scope 2), waste quantity data, energy and water consumption data, pollution quantity data, etc.

c) Conduct environment-friendly business that takes into consideration the impact on the environment, as well as preventing probable pollution, promoting the use of clean energy, reducing GHG emissions, reducing waste production, and reducing the use of non-renewable resources.

d) Encourage employees to participate in environmental conservation initiatives by managing natural resources and energy efficiency. Business partners and suppliers shall collaborate with the Company to promote sustainable environmental management and GHG emissions reduction.

Monitoring, Auditing, and Assessing

Business Partners and Suppliers

The Company shall communicate this best practice guidelines to business partners and suppliers annually, and will monitor, audit, and assess the implementation accordingly. It is necessary that business partners and suppliers must acknowledge and strictly adhere to the Business Partners and Suppliers Code of Conduct. Moreover, business partners and suppliers must complete the Environmental, Social, and Governance (ESG) assessment form to enable the Company to monitor compliance with the Code of Conduct. The Company may request additional relevant information or may conduct random on-site visits to business partners and suppliers' sites as appropriate. If any business partner or supplier is found to be non-compliant with the Code of Conduct, or to violate laws or regulations, the Company will analyze the causes of probable risk and damage through discussions and/or written warning notice as appropriate. Moreover, the Company also encourages and supports business partners and suppliers to join the anti-corruption network to ensure sustainable growth together.

The Business Partners and Suppliers Code of Conduct is officially effective from May 15, 2026 onwards. The Company will review this policy at least once a year and present it to the Board of Directors for approval.

-Signature-

(Mr. Sanee Dangwang)

Chairman of the Board of Directors

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