



Supplier Code of Conduct Policy

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1. Introduction

Principal Capital Public Company Limited and all the subsidiaries under Principal Healthcare (“the Company”) are committed to be “An organization that cultivates people with a giving heart to serve others, communities, and society.” The Company upholds responsible business practices based on integrity, honesty, transparency, and fairness, in accordance with the principles of good corporate governance as outlined in the Company’s Corporate Governance Policy. These principles also take into account the economic, social, and environmental impacts on all stakeholders, in alignment with the Company’s sustainable development approach.

Suppliers are regarded as key stakeholders of the Company. As such, the Company is committed to treat its suppliers fairly and honestly, with respect for the mutually agreed terms and conditions in all business dealings. To ensure consistency and mutual understanding in the collaboration between the Company and its suppliers, the Company has established a Supplier Code of Conduct to serve as a guideline and standard for ethical and lawful business conduct. This Code aligns with applicable laws, the Company’s own Code of Ethics, and international standards, including The Universal Declaration of Human Rights (UDHR), The International Labour Organization (ILO), and The United Nations Global Compact (UNGC).

The Company emphasizes respect for human rights, fair treatment of labor, adherence to occupational health and safety standards, and environmental protection. The Company will strictly monitor and enforce compliance with this Code of Conduct.

2. Objectives

2.1 To ensure that collaboration between the Company and its suppliers is carried out with confidence that both parties will comply with principles of ethics, laws, and responsibilities toward society and the environment. The Company may conduct audits of its own operations, including those involving employees, representatives, temporary workers, as well as suppliers and sub-contractors engaged in the sale of goods or provision of services to the Company.

2.2 To ensure that the Company’s business operations align with policies related to ethics, laws, and responsibilities toward society and the environment, as stipulated by the Stock Exchange of Thailand, Thai listed company policies, or applicable international standards.

3. Scope

All business partners of Principal Capital Public Company Limited and all subsidiaries under Principal Healthcare ("the Company") are subject to this policy and guideline. The policy shall be reviewed at least once a year or when deemed necessary under appropriate circumstances.

4. Definitions

Term	Definition
the Company	Principal Capital Public Company Limited and all subsidiaries under Principal Healthcare.
Board of Directors	All members of the Company's Board of Directors.
Executives	Managing Directors, Chief Executive Officers, Deputy Chief Executive Officers, Hospital Directors, Division Directors, Deputy Division Directors, Assistant Hospital Directors, Executive Directors, and other equivalent-level executives.
Employees	All levels of management, physicians, employees, and staff of the Company, including permanent, temporary, and contract-based employees across all departments.
Suppliers	Vendors, service providers, contractors who deliver products or services to the Company, including subcontractors, lessors, leasing providers, consultants, and any contractual parties involved in the Company's operations.

5. Business Integrity

5.1 Corporate Governance

Suppliers must comply with all applicable laws, regulations, and business-related requirements with honesty, transparency, and accountability. The interests of all stakeholders will be taken into account in accordance with the principles of good corporate governance.

5.2 Confidentiality and Personal Data Protection

Suppliers are obligated to protect the Company's information and refrain from disclosing, publishing, reproducing, referencing, or using any confidential business information or data related to the Company as well as its stakeholders without prior written consent from the Company and relevant stakeholders.

5.3 Respect for Intellectual Property

Suppliers are obligated to respect and refrain from violating the intellectual property rights of others, and take appropriate measures to prevent infringement of such rights.

5.4 Avoidance of Conflicts of Interest

The Company upholds ethics and integrity as the foundation of its business operations, recognizing that organizations without these values will not be able to achieve sustainable growth. Therefore, suppliers are anticipated to act likewise with the Company and are obligated to refrain from any conduct that may result in a conflict of interest or create an undue personal or financial interest with the Company's personnel.

5.5 Gifts, Hospitality, and Entertainment

Suppliers are required not offer gifts, bribes, service fees, benefits, discounts, special privileges, or any form of hospitality to the Company's employees or executives that may be perceived as undue influence or unfair advantage. Likewise, the Company and its personnel are prohibited from soliciting such gifts or hospitality from suppliers.

5.6 Insider Trading

Suppliers are prohibited from using any non-public or confidential information obtained during business dealings with the Company for personal gain, or to benefit themselves, Company employees, clients, or any third party.

5.7 Anti-Corruption

Suppliers are forbidden from engaging in / or supporting any type of bribery or corruption. Anti-corruption measures and sound internal controls must be implemented by the suppliers and cooperate with the Company in preventing and combating corruption. The Company also encourages suppliers to become members of the Thai Private Sector Collective Action Against Corruption (CAC).

5.8 Fair Business Practices

To ensure fair and ethical competition, suppliers shall treat all stakeholders fairly and comply with applicable competition laws. Suppliers must refrain from seeking an unfair advantage or harming other parties for their personal or third-party benefit.

6. Labour and Human Rights Practices

6.1 Non-Discrimination

Suppliers are required to respect human dignity, equality, and fairness. They must not discriminate against workers based on physical or mental condition, race, nationality, religion, gender, age, education, disability, or any other status.

6.2 Compliance with Labour Laws

Suppliers are obligated to comply with applicable labour laws and human rights principles, including respecting workers' rights to freedom of association and collective bargaining, as well as implementing fair employment and termination practices in accordance with relevant laws and regulations.

6.3 Protection of Child Labour

Suppliers are expected to act responsibly in their role as employers by ensuring that all workers are legally protected. All the workers must be at least 15 years of age. In case of employing young workers aged between 15 and 18, suppliers must provide appropriate protections, wages, and benefits as required by law.

6.4 Protection of Female Workers

Suppliers must ensure that female and pregnant employees are not assigned to work in hazardous environments that may compromise their health or safety. All pregnant workers must be granted protections and benefits required by law. Moreover, suppliers must not terminate, demote, or reduce the benefits of employees due to pregnancy.

6.5 Prohibition of Forced Labour

Suppliers must not engage in / or tolerate any form of forced labour, physical punishment, coercion, confinement, threats, harassment, human trafficking, violence, or bonded labour. The employment must be voluntary, and employees shall have the right to resign at their own discretion. Furthermore, suppliers must not retain or confiscate employees' identification documents (e.g., national ID card, passport, or work permit) unless permitted by law.

6.6 Wages, Benefits, and Working Hours

Suppliers are obligated to comply with all applicable labour laws, regarding regular and overtime working hours. Therefore, working hours, rest days, and leave entitlements shall be reasonably managed and obligated to meet the legal requirements. Also, the overtime must be voluntary.

7. Occupational Health and Safety

7.1 Workplace Safety and Environment

Suppliers are strictly obligated to comply with occupational health and safety laws. In order to minimize and control potential incidents such as injuries, illnesses, accidents, and emergencies, a safe and hygienic working environment must be maintained. Suppliers shall provide training and raise awareness to reduce and manage safety risks, and allow their employees to report safety concerns without such actions being considered disciplinary violations.

7.2 Personal Protective Equipment (PPE)

Suppliers must provide appropriate, functional, and sufficient personal protective equipment (PPE) suitable for the tasks performed by their employees.

7.3 Emergency Preparedness

Suppliers must assess potential emergency situations, establish response plans and procedures, as well as ensure that employees are regularly trained and informed. The aim is to ensure that employees have the ability to respond appropriately and safely in the event of an emergency.

8. Community Engagement and Social Development

8.1 Suppliers are encouraged to conduct business with consideration for potential impacts on surrounding communities and society, and to actively participate in initiatives that improve quality of life and promote the well-being of Thai communities and society at large.

8.2 Suppliers are encouraged to prioritize products and services that support the local economy, or collaborate in the development of community-based products to create employment and enhance local wisdom and traditional knowledge.

9. Environment

9.1 Suppliers are obligated to comply with all applicable environmental laws, regulations, and requirements, including the proper management of pollution and waste as governed by law.

9.2 Suppliers are encouraged to utilize resources efficiently by applying the 3Rs principles: Reduce (minimize usage), Reuse, and Recycle.

9.3 Suppliers are encouraged to select environmentally friendly products and services and exercise caution in any operations that may negatively impact the environment.

9.4 Suppliers are encouraged to establish and/or adopt policies as well as practices for monitoring and disclosing greenhouse gas emissions in accordance with recognized standards.

9.5 Suppliers are encouraged to promote policies, targets, or action plans to mitigate environmental impacts and reduce greenhouse gas emissions.

9.6 Suppliers are encouraged to build knowledge and raise awareness among their employees, partners, and stakeholders regarding environmental and climate impact management.

10. Subcontractors and Business Partners of Suppliers

10.1 Suppliers are expected to actively monitor the operations of subcontractors and business partners to ensure that such activities are aligned with the provisions of this Code of Conduct. Furthermore, suppliers shall assess any potential risks that may arise from non-compliance, and, if such risks are identified, suppliers are required to implement appropriate improvement plans, corrective actions, or terminate the business relationship with those subcontractors or business partners as necessary.

11. Audits and Recordkeeping

11.1 Suppliers are required to maintain proper documentation and records that demonstrate compliance with this Code of Conduct.

11.2 Suppliers are required to prepare documentation verifying that their business practices, as well as those of their business partners, are consistent with this Code of Conduct. Suppliers shall make such documentation available to the Company upon request.

11.3 Suppliers are obligated to monitor the conduct of subcontractors and business partners to ensure alignment with this Code of Conduct. Suppliers shall evaluate any potential risks of non-compliance and are required to implement appropriate improvement plans, corrective measures, or terminate business relations with any subcontractors or business partners found to be in violation.

12. Reporting Complaints and Whistleblowing

12.1 Whistleblowing Channels

If a supplier or stakeholder has concerns or becomes aware of any actions suspected to be violations of laws or non-compliance, such party is able to report or raise inquiries through the following whistleblowing channels provided by the Company:

- 1) Email: princ_secretarywhistle@princgroup.com
- 2) Phone: +66 (2) 009 2015

The Company guarantees that all whistleblowing reports will be treated with strict confidentiality, and any information that could identify the whistleblower will be kept strictly confidential.

12.2 Anonymous Reporting

The Company welcomes and supports the submission of anonymous whistleblower reports. The identity of such individuals will be respected and protected. Whistleblowers may choose to remain anonymous at the time of reporting, throughout the investigation process, and after the matter is concluded. However, if the whistleblower decides to reveal their identity, the Company will ensure full protection and take all necessary measures to prevent any form of retaliation.

While anonymous reports may present limitation in credibility and investigatory depth, the Company remains committed to reviewing and assessing submissions in accordance with its internal procedures.

12.3 False or Malicious Reports

Whistleblowing made in good faith and with honest intent will not result in any consequences for the whistleblower, even if the investigation finds no wrongdoing. However, if such report is found to be intentionally false and made with malicious intent or for personal gain, the Company reserves the right to take disciplinary action against the individual on a case-by-case basis.

13. Monitoring and Evaluation of Supplier Code of Conduct Compliance

1. Suppliers that align with the principles outlined in this Supplier Code of Conduct may receive support and preferential consideration from the Company. The Company shall consider taking appropriate measures such as contract termination, suspension of business transactions, or issuing warning letters, if it becomes aware of or discovers evidence of any violations or non-compliance with this Code, and such findings are verified to be factual.
2. The Company may request, on a sampling basis, additional documents or information to verify whether the supplier's operations across the value chain comply with this Supplier Code of Conduct. The request may also include on-site assessments for ESG audits or other evaluations based on the principles of sustainable development in the three dimensions (environmental, social, and governance). Hence, suppliers are expected to be fully cooperative in these processes, including other monitoring and evaluation activities not explicitly stated herein.
3. Suppliers are encouraged to establish a Supplier Code of Conduct and to ensure its dissemination across their supply chain. Moreover, suppliers shall conduct monitoring and performance assessments to ensure alignment with legal requirements, ethical business conduct, and international standards throughout the supply chain.
4. If suppliers have identified any operations that are inconsistent with the terms, non-compliant, or in violation of this Code of Conduct, the suppliers are required to promptly notify the Company. The Company will collaborate with suppliers to address and resolve the issue based on principles of reasonableness. In cases where the Company is unable to meet the Code's expectations or fails to comply in a similar manner, the Company will ensure fair and equal treatment to all suppliers.

14. Reference Documents and Records

Corporate Governance Policy