

## Partner Selection and Evaluation Policy

### 1. Objective and Application

The policy for partners of Sabina Public Company Limited and its affiliates aims to establish clear operational standards and ethical principles for all partners.

This policy applies to the partners of Sabina Public Company Limited and its affiliates, as well as all employees, temporary staff, agents, subcontractors of these companies, and similar individuals or entities. Partners of Sabina Public Company Limited and its affiliates (referred to as "partners") are defined as: (i) any individuals who sell various products or services of the business group; (ii) those who supply various products or services to Sabina Public Company Limited and its affiliates. Our partners are expected to be knowledgeable, comply with applicable laws and regulations, and demonstrate high standards of business ethics.

## II. Compliance with Laws

### (1) General Legal Compliance

Partners are required to comply with all laws and regulations applicable to the location where their company is established and where they conduct business, as well as relevant international laws and regulations. Partners are expected to ensure that their collaboration with Sabina Public Company Limited and its affiliates will not be negatively impacted due to issues of legal compliance.

### (2) Labor Protection

Partners must provide a healthy working environment where employees are treated with dignity and fairness. They must ensure that their employees are free from discrimination or harassment of any kind, including but not limited to race, ethnicity, age, gender, religious diversity, religion, or participation in political activities.

### (3) Environmental Compliance

Partners must conduct their business in an environmentally responsible manner and strictly adhere to applicable environmental laws and standards.

### (4) Government Customers

Partners must comply with all applicable procurement laws when conducting business with governments, state institutions, state enterprises, government agencies, semi-governmental organizations, or local officials governed by procurement or bidding regulations.

### (5) Anti-Bribery

Partners must not offer, provide, or accept any form of business bribe to win or monopolize business or seek to improperly influence business decisions with the intent of gaining undue advantage or illicit benefits.

(6) Unfair Competition

Partners must not monopolize the market or engage in unfair competition practices, either individually or in collusion with others. Examples of such unethical practices include, but are not limited to: (i) market segmentation through agreements or collusion, (ii) price fixing, (iii) bid rigging, (iv) enforcing tied product purchases, and (v) abusing market dominance.

All the company's partners will be categorized based on the type of raw materials and trading value to classify them as key partners. Those partners who are evaluated as key partners must undergo an onsite audit on specified topics, as outlined in the attached document.

Effective Date: January 1, 2017



(Mr. Bunchai Punturaumporn)

Managing Director