Business Code of Conduct

Siemens Healthcare Limited

Siemens Healthcare Limited has developed this Business Code of Conduct by summarizing the key points that align with Business Conduct Guideline of the parent company, which are applicable to subsidiaries worldwide, to ensure that directors, executives, employees, and all stakeholders involved with the company adhere to and follow these guidelines in their work. It should be used in conjunction with the Business Conduct Guideline to promote good work practices, enhance efficiency, and ensure transparency in the company's business operations. The following Business Code of Conduct must be followed:

1. Perform duties in accordance with the law, regulations, policies, code of conduct, and moral principles, and act in what is right

Comply with applicable laws, regulations, company policies, and business code of conduct, such as the APAC Med Code for Ethical Conduct for Interactions with Healthcare Professionals, as well as the codes of conduct of other associations in the medical device technology industry to which the company is a member, such as the sales and marketing code of conduct of the Thai Medical Device Technology Industry Association, etc. Furthermore, adhere to ethical or moral principles by only doing what is right and perform work with care, honesty and integrity

Directors, Board members, executives, employees, and stakeholders associated with the company must adhere to and always comply with this Business Code of Conduct and the Anti-Corruption Policy of Siemens Healthcare Limited strictly when performing their duties.

2. Respect Human Rights principles

Directors, Board members, executives, employees, and stakeholders associated with the company must respect the principles of human rights, which are fundamental rights that all humans are entitled to and should treat each other with equality, dignity, respect and must also set a good example to others.

3. Anti-corruption in all forms

Directors, Board members, executives, employees, and stakeholders associated with the company must reject all forms of corruption and must not be involved in accepting or offering any assets or benefits that are not lawful or ethical

4. Not providing financial support or gifts that could serve as a channel for corruption

Must remain in neutral in politics and must not engage in any actions that show favoritism or provide financial support or any other form of support to political parties, political alliances, or political authorities, both directly and indirectly.

Do not give gifts or gratuities to business partners or customers. Hosting meals for business discussions is permissible only if it is appropriate and solely for business purposes. Additionally, there must be valid receipts for any expenses incurred.

Additionally, there must be no giving or receiving illegal payments, nor the giving or receiving of payments to facilitate or expedite any processes.

5. Sponsorship, donations, and charitable activities

Sponsorship, donations, and charitable activities must be lawful, in accordance with Business Code of Conduct or Business Conduct Guideline, and have the objective of promoting and enhancing knowledge, advancing medical treatments, and aligning with the company's mission. Donations and Charitable activities must be for public benefit, given to organizations (not for the benefit of individuals), and in reasonable amounts. Transparent and verifiable documentation must be provided.

Nevertheless, any activities that involve sponsorship, donations, or charitable purposes must not have the nature or objective of entertainment, recreation, or tourism, and must not be intended to create an unfair advantage outside the scope of normal business operations.

6. Anti-trust, Oppose unfair business competition

The company competes in business fairly by developing standards and quality of products and services. Directors, Board members, executives, employees, and stakeholders associated with the company must not participate in or engage in any actions that restrict or avoid fair competition, such as bid rigging

Directors, Board members, executives, employees, and stakeholders associated with the company must always protect the company's business confidential information, even after leaving their position or relationship with the company. They must not disclose such information to any external parties, whether they are competitors or not.

7. Conflict of Interest

Every business decision and action must be made for the benefit of the company, not for personal gain. Directors, Board members, executives, employees, and stakeholders associated with the company must not use their position or authority to seek personal, group, or affiliated benefits, which may affect procurement processes, whether from public or private sectors. This includes using business or family relationships to seek personal benefits, group advantages, or affiliations, such as having overlapping businesses or holding shares in similar businesses, where those businesses are involved in the same or related procurement projects or submitting proposals for projects in which relatives are involved in the procurement process.

If any actions or circumstances create a conflict of interest with the company, the employee involved are required to report the conflict of interest through the designated channels first.

8. Anti-money laundering

Use caution to avoid becoming a tool in the money laundering process and conduct transactions with business partners or customers with care. Do not get involved in money laundering or illegal businesses.

9. Maintain accurate and transparent accounting records

Pay taxes correctly, maintain accurate and transparent accounting records, and ensure that accounting entries are not manipulated in any way that could facilitate corruption or fraudulent activities.

10. Whistleblowing or making complaints

Directors, Board members, executives, employees, and stakeholders associated with the company have the responsibility to report any information or complaints through the designated channels via "Let Us Know" Website https://www.bkms-system.net/bkwebanon/report/clientInfo?cin=19sh8&c=-1&language=tha If they observe any actions or behaviors that suggest corruption, illegal activities, violations of policies, or business code of conduct, regardless of whether the actions are committed by directors, Board members, executives, employees, or stakeholders associated with the company

This **Business Code of Conduct of Siemens Healthcare Limited** shall apply to directors, Board members, executives, employees, as well as stakeholders associated with the company, and shall be effective from the date of its declaration onwards.

Announcement made on 6th March 2025



Electronically signed by: Christopher Pawel Poray-Wilczynski
Reason: I am approving this document
Date: Mar 9, 2025 14:32 GMT+7

……

Mr. Christopher Pawel Poray-Wilczynski

Director



Electronically signed by: Panarat Theplertbun
Reason: I am approving this document
Date: Mar 6, 2025 13:57 GMT+7

……

Miss Panarat Theplertbun

Diector