Origin Property Public Company Limited
496 Moo 9 Samrong Nuea, Mueang Samut Prakan
Samut Prakan 10270

Code of Conduct

Origin Property Public Company Limited ("the Company")

(Review of the Code of Conduct for the year 2025, approved by the Board of Directors at Meeting No. 1/2026 on February 27, 2026)

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1. Message from the Chairman

Origin Property Public Company Limited ("the Company") is committed to conducting its business in accordance with the highest standards of morality and ethics. The Company recognizes the paramount importance of performing duties with integrity. In addition to improving the quality and standards of its business operations, the Company must uphold corporate governance and adhere strictly to its Code of Conduct. It encourages directors, executives, and employees to perform their duties ethically, conducting business with honesty, transparency, straightforwardness, and in full compliance with relevant laws and regulations. This commitment ensures the Company's stable and sustainable growth, while earning recognition, credibility, and trust from shareholders, customers, business partners, employees, and all stakeholders.

Consequently, the Company has established this Code of Conduct to serve as a guideline and operational framework for its directors, executives, and employees. This Code of Conduct aligns with the corporate vision, mission, core values, and ethics, which form the essential foundation for sustainable business operations. Furthermore, it serves as a standard and applies to all directors, executives, and employees at all levels. The Company expects everyone to actively participate in complying with this Code of Conduct in accordance with their assigned duties. All directors, executives, and employees must acknowledge, understand, and strictly adhere to this Code to ensure their duties are performed efficiently, transparently, and with full disclosure, while prioritizing the best interests of the Company and maintaining fairness to all stakeholders.

2. Corporate Vision, Mission, Core Values, or Core Ethics

The Company is determined to be an integrated real estate developer and to drive sustainable corporate growth under the principles of good corporate governance.

The Company is committed to delivering products and services that maximize customer satisfaction by paying meticulous attention to every aspect of customer needs through creative project design and development. Furthermore, the Company focuses on developing its personnel and driving sustainable corporate growth alongside business partners, customers, shareholders, alliances, employees, and society.

3. Policies

This Code of Conduct applies to all directors, executives, and employees of the Company and all of its subsidiaries at all levels, regardless of whether such individuals have signed an acknowledgment.

4. Legal Compliance

The objective of the Company is to conduct business lawfully, comply with all regulations of governing authorities, and respect the rights of the Company's business partners and customers.

5. Company Policies and Code of Conduct

5.1 Compliance with Company Rules, Regulations, Announcements, and Orders

This Code of Conduct constitutes an extension of the Company's rules, regulations, announcements, and other orders. In the event that any provision in the rules, regulations, announcements, or orders conflicts with this Code of Conduct, the provisions within this Code of Conduct shall prevail.

All directors, executives, and employees of the Company must comply with the rules, regulations, announcements, and orders of the Company and their respective superiors, as well as the following policies and guidelines.

5.1.1 General Practices

- Must strictly support policies and comply with the rules, regulations, orders, agreements, announcements, or circulars of the Company issued to all employees.
- Must perform duties with honesty, integrity, and fairness, and promptly report any incidents that may cause damage to the Company's reputation and assets.
- Must perform duties with dedication and diligence, and uphold the Company's regulations and governance principles to serve as a good role model for general employees, ensuring the Company's righteous progress.
- Must be polite, respectful, and considerate toward colleagues.

- Must supervise subordinates closely, fairly, and without prejudice.
- Must be ready to work as a team and be receptive to the opinions of others.
- Must meticulously prepare all business, accounting, financial documents, and reports submitted to government agencies and external parties in good faith, ensuring they are recorded in accordance with the Company’s accounting procedures and prescribed standards.
- Must not act or behave in any manner that brings disrepute upon the Company or oneself.
- Must not utilize the Company's working hours for other activities or personal benefit.
- Must not behave in any manner that may tarnish one’s official position and the Company’s reputation.
- Must not work with negligence or engage in any acts improper to one's duties, ensuring that tasks are completed accurately and honestly.
- Must not provide or use false statements, or conceal factual information that should be disclosed to the Company.
- Must not conceal or distort the truth to secure benefits for oneself or others, which may result in direct or indirect damage to the Company.
- Must not obstruct or engage in any acts that impede the lawful performance of duties by authorized persons in the Company, or issue any orders directing employees to act misconducted or unethically.
- Must not alter, omit, or modify any records or data to intentionally change or distort operating results and accounting records from reality, regardless of the purpose.
- Must not be an insolvent person or have any legal grounds to be presumed insolvent.
- Must not violate civil and criminal laws that result in damage to oneself or others, whether intentionally or unintentionally.
- Must not disclose one's own or others' wages, salaries, or salary increment rates, whether intentionally or unintentionally.

- Must not infringe upon or copy the work and intellectual property of others, and must notify authorized decision-makers upon detecting any actual or potential intellectual property infringements.
- Must not engage in any acts to wrongfully seek benefits for oneself or others, disclose inside information acquired through one's duties to others, use inside information to wrongfully seek personal benefits, or cause a reduction in the Company's benefits.

5.1.2 Practices for Safeguarding Corporate Assets and Interests

- To safeguard and utilize the Company's assets to ensure maximum benefit; to exercise due care in protecting corporate property from damage or loss caused by any individual or disaster to the fullest extent possible; and to strictly refrain from using any Company equipment, items, or assets for personal gain or for the benefit of third parties unrelated to the Company's business operations.
- To strictly comply with, support, and supervise subordinates in adhering to the Company's regulations, discipline, and requirements regarding the use of the Company's computer systems, computer data, and computer traffic data. This is to ensure that the use of the Company's computers complies with computer crime laws, copyright laws, and other relevant regulations, thereby preventing any damage to the Company's reputation and corporate image.
- To strictly maintain the confidentiality of the interests and proprietary information of the Company, its customers, or any business-related matters that the Company deems non-disclosable.
- To ensure that the dissemination of information concerning the Company's business, finances, and personnel is conducted exclusively through authorized and appropriate channels, and is executed with the utmost prudence and efficiency.
- Unless disclosure is required by law for litigation purposes or approved by the Board of Directors.
- Therefore, throughout the period of employment and after the termination of employment, all employees agree to maintain the strict confidentiality of the

aforementioned confidential information.

- If any employee discloses, transmits to others, or uses such information for any purpose other than performing their duties for the Company, the employee agrees to accept full liability and indemnify the Company for all actual damages incurred.
- Information disclosure must be carried out exclusively by authorized employees; general employees have no duty or authority to disclose information.
- When requested to disclose information that they are not authorized to disclose, employees must advise the inquirer to contact the designated personnel responsible for information disclosure, ensuring that the information provided is accurate and consistent.
- In this regard, "Confidential Information" refers to non-public information, or any information which, if disclosed to the public or acquired by competitors, would cause severe adverse impacts on the Company, including all types of information provided to the Company by business partners and customers.
- Each department must determine retention periods and security classifications for its documents, ensuring that such documents are kept complete, accurate, and auditable, protecting them from unauthorized access, and refraining from disclosing them to any individual, unless written permission is obtained from an authorized person.
- Information must be retained for at least 10 years, in both physical document and electronic data formats, in anticipation of future retrieval.
- Certain types of documents must be retained in accordance with statutory requirements, which employees should study on a case-by-case basis. Upon expiration of the retention period, such documents must be destroyed.
- Employees are responsible for cooperating and assisting in establishing or seeking protection for intellectual property rights owned by the Company.
- This includes reviewing third-party intellectual property received or intended for use within the Company to mitigate the risk of intellectual property infringement.
- Employees must report to their superiors upon discovering any acts constituting,

leading to, or potentially causing disputes regarding the Company’s intellectual property.

- Employees must protect the Company's intellectual property data or any intellectual property acquired through the performance of their duties.
- This includes strictly refraining from reproducing, modifying, or performing any actions on the Company's intellectual property for personal gain or for the benefit of others without authorization from the Company.
- Employees must not make payments or conduct business transactions with the intent to misrepresent or cause a misunderstanding that a portion of such payment or transaction serves a purpose other than that specified in the documentation.
- No Company funds or assets shall be paid to any individual without proper approval from an authorized person.
- Non-procurement departments are prohibited from seeking sponsorships or support from vendors or business partners. (If such support is necessary for the Company's benefit, departments must consult the Procurement Department to manage the process, except for joint marketing activities, which shall be managed by the Sales and Marketing Department.)
- Employees must not neglect their duties or facilitate any unauthorized individual to exploit, access, or disrupt the Company's computer systems, computer data, or computer traffic data. Furthermore, employees must not intentionally support or consent to any offenses committed by service providers under computer crime laws, copyright laws, or other relevant regulations.

5.1.3 Practices for Managing Conflicts of Interest

- To manage operations by adhering firmly to virtue and ethics, as well as promoting virtue and ethics at all levels of the Company, while monitoring and resolving any potential conflicts of interest that may arise within the Company.
- To fully dedicate oneself and one's time to the Company’s business operations. In the event that it is necessary to engage in external work to supplement income or for other purposes outside of working hours, such work must:

A. Not violate the law or run counter to public order and good morals.

B. Not conflict with the Company's interests.

C. Not constitute a business that competes with, or is of the same nature as, the Company.

D. Not adversely affect the reputation or business operations of the Company.

E. Not involve the use of the Company's confidential information.

F. Not affect or impair the performance of one's assigned duties.

- In the event of hiring an individual who has previously worked for a commercial competitor or the government, the Company must identify and review any confidentiality agreements that the individual previously entered into with such competitor or the government.
- The Company must not take any action that would induce such individual to act in breach of their agreement with the commercial competitor or the government, which could subsequently result in litigation.
- To avoid any conflicts between personal interests and the Company's interests when dealing with business partners and any other parties.
- Not to engage in any business of the same nature that competes with the Company's business, whether for personal gain or for the benefit of others; nor to act as a shareholder with management control, which may cause direct or indirect damage to the Company; nor to become a partner, a shareholder with decision making authority, or an executive in an enterprise that competes with or is of the same nature as the Company. However, in unavoidable circumstances, such instances must be reported to a supervisor immediately.

5.1.4 Practices for Giving and Receiving Gifts

- Not to solicit, accept, or agree to accept any assets or other benefits from customers, vendors, business partners, competitors, or any other parties doing business with the Company, including entertainment that is proven to be excessive. Exceptions are made for customary gifts, normal business entertainment, or business promotion expenses that enhance commercial reputation as a reciprocal customary practice. However, if such items or entertainment exceed a value of 3,000 Baht, a supervisor at the

Department Director level or above must be notified immediately.

- Not to offer bribes and/or engage in any actions that cause damage to the Company and/or constitute corruption, whether directly or through a third party, and/or exert improper influence over government agents, customers, or business partners, which is considered in conflict with the Company's policy.
- Directors, executives, and employees have a duty to strictly comply with the Anti-Corruption Policy and Measures.

5.1.5 Practices for Trading Company Securities

- Directors, executives, and employees have a duty to report their securities holdings in strict compliance with the regulations of the Stock Exchange of Thailand (SET) and the Securities and Exchange Commission (SEC).
- The Company, its subsidiaries, and its associates listed on the Stock Exchange of Thailand must comply with laws concerning the use of inside information by ensuring equality and fairness to all shareholders on an equitable basis. To prevent legal offenses by personnel at all levels of the Company and their family members who have or may have access to inside information that has not yet been disclosed to the public, the Company strictly prohibits such individuals from trading shares, or persuading others to buy or sell, or offering to buy or sell the shares of the Company, its subsidiaries, and/or its associates listed on the Stock Exchange of Thailand, whether by themselves or through a broker, while still in possession of non-public information. The Company and the Stock Exchange of Thailand deem such securities trading to be speculative or creating an unfair advantage for a specific group of individuals.
- The Company has established a workplace security system to protect confidential data files and documents, and has restricted access to non-public information to a strictly need-to-know basis for relevant parties only. Therefore, it is the duty of the information owner or the person in possession of non-public information to instruct relevant parties to strictly adhere to the security procedures. Any violator of the inside information policy shall be subject to disciplinary and/or legal actions, as the case may be.

5.1.6 Tax Practices

- The Company manages its tax affairs with transparency, fairness, and accountability, and strictly complies with the tax laws of each country in which the Company operates.
- Relevant departments are assigned the duty to monitor and study the lawful utilization of tax incentives and benefits, ensuring they are applied to maximize benefits for the Company and its stakeholders.
- To conduct tax planning and analyze tax impacts to ensure correct tax payments, transparency in the Company's investments, and continuous disclosure of information.
- To utilize correct tax structures, avoiding tax evasion or creating artificial complexity for tax optimization benefits.
- To assign responsible personnel possessing tax knowledge and skills to coordinate with government tax authorities, ensuring that the tax information provided is accurate and factual according to business operations.

5.1.7 Human Rights Practices

- The Company conducts its business with social responsibility towards all stakeholder groups, alongside respecting human rights in accordance with domestic laws and international standards.
- By adopting the United Nations Guiding Principles on Business and Human Rights (UNGPs) as the management framework for human rights.
- To respect the rights of and treat the Company’s stakeholders, such as customers and business partners, fairly without any discrimination.
- To prioritize the protection of customers' personal data by implementing strict information security measures and strictly complying with relevant laws.
- All employees shall be treated equally and with dignity. Discrimination and harassment are strictly prohibited across all grounds, including race, gender, age, color, religion, disability, sexual orientation, and social status.
- To respect labor rights by prohibiting forced labor, underage child labor, and the

inappropriate employment of pregnant labor, to ensure workplace hygiene and safety, and to strictly comply with relevant labor laws and regulations.

- To encourage business partners and allies to adhere to the principles of respecting human rights in accordance with domestic laws and international standards, and to conduct business pursuant to the Supplier Code of Conduct.
- To integrate human rights factors as part of the criteria for selecting, monitoring, and evaluating suppliers.
- To establish a process for identifying human rights risks, as well as grievance mechanisms for receiving complaints and suggestions regarding operations that are inconsistent with the Company's Human Rights Policy.

5.1.8 Procurement Practices

- To execute procurement processes efficiently based on specified criteria, taking into account quality, price, and volume, while considering economic, social, and environmental responsibilities.
- To establish a fair and transparent procurement system for goods and services that is free from corruption, featuring selection criteria and ensuring equitable treatment for all suppliers.
- To encourage suppliers and business partners to operate their businesses in accordance with the Supplier Code of Conduct, taking into account economic, social, and environmental responsibilities.
- To establish criteria for selecting new suppliers and evaluating current suppliers based on credibility, financial management capability, technical and innovative competence, and performance. This includes management that considers social, environmental, occupational health, safety, and work quality impacts to determine the retention of the suppliers' working status.
- To determine the retention of the suppliers' working status for the following year by utilizing evaluation criteria based on credibility, financial management capability, technical and innovative competence, and management that considers environmental, occupational health, safety, and work quality impacts.

- To establish a supplier risk assessment process to prevent potential damages to the Company's business operations and corporate image.
- To support the procurement of raw materials, materials, or equipment that are environmentally friendly, taking into account environmental responsibility in business operations.
- To commit to developing quality goods and services that meet specified standards at reasonable prices and under fair conditions.
- To operate in accordance with the criteria or procedures specified in the Company's procurement regulations, aligned with the authority matrix, and ensuring fairness to all relevant stakeholders.

5.1.9 Practices for Occupational Health, Safety, and Working Environment

- To develop operations within the occupational health and safety management process in compliance with relevant laws, regulations, practices, and requirements.
- To encourage employees, suppliers, and relevant parties to maintain awareness and cooperate in adhering to the established workplace occupational health and safety standards to achieve maximum safety in operations.
- To regularly monitor and evaluate occupational health and safety performance in the workplace, and to include the provision of occupational health and safety training and education within the annual plan.
- To inspect deficiencies in occupational health and safety operational processes to ensure compliance with specified procedures, and to assess various hazards and risks to effectively prevent and reduce workplace accidents.
- To arrange a safe and hygienic working environment, and to regularly support activities that promote good health among employees, such as providing annual health check-ups.
- To disclose and communicate occupational health and safety policies and practices to personnel at all levels within the organization for their awareness and strict compliance.

5.1.10 Practices for Stakeholder Engagement

- The Company conducts its business with respect for human rights and treats all stakeholders fairly, as well as building understanding and cooperation with stakeholders on matters of their importance.
- To identify and assess the significance of stakeholders by categorizing stakeholder groups to align with the Company's operations, in order to analyze both direct and indirect operational impacts on stakeholders. This includes defining material operational issues and stakeholder expectations that will impact the Company's performance.
- To communicate and disclose accurate information to stakeholders to ensure clear understanding and foster good relationships, based on the impacts arising from the Company's operations.
- To promote engagement and provide opportunities for stakeholders to participate in matters where they are impacted by the Company's operations, and to provide channels for receiving suggestions, opinions, and complaints from stakeholders.
- To systematically review and evaluate the treatment of stakeholders to ensure continuous improvement in stakeholder practices. This includes developing operational plans to foster cooperation between stakeholders and the Company, aiming to find mutually beneficial solutions for all parties that meet stakeholder expectations.

5.1.11 Practices for Employee Treatment and Labor Rights

- The Company must treat all employees with equality, primarily based on their competence, experience, and performance, without any discrimination on the grounds of race, religion, gender, age, disability, social status, or any other factors unrelated to work.
- To determine fair compensation and benefits that comply with the law, featuring performance evaluations that adhere to transparent criteria.
- To strictly comply with relevant labor laws and international standards, particularly prohibiting the use of child labor in all processes and supply chains, banning the

employment of individuals under the legally specified minimum age, and conducting strict verification of applicants' ages in accordance with recruitment and hiring procedures. If child labor is discovered, corrective actions must be implemented immediately pursuant to the law, and appropriate assistance and remedial measures must be provided.

- To strictly adhere to laws related to working hours, wages, and benefits, ensuring fairness and equality.
- To respect and promote the rights of employees to associate or establish employee representative organizations to make demands or negotiate regarding employment conditions and benefits as prescribed by law, without discrimination or exclusion; and to cooperate in good faith in the event of entering into collective bargaining processes to achieve a mutual agreement that is fair to both parties.
- To provide a safe and hygienic working environment and promote the good health of all employees in order to prevent accidents, illnesses, or occupational hazards. A Safety, Occupational Health, and Working Environment Committee (Safety Committee) shall be established in accordance with the law to continuously inspect, recommend, and supervise workplace safety, featuring regular risk assessments, hazard prevention measures, and the maintenance of tools and equipment to ensure they are safe and ready for use.
- To provide training on safety, occupational health, and the correct use of tools and equipment to all employees, particularly new hires and employees assigned to high-risk operations, and to encourage employee participation in reporting potential hazards and unsafe conditions to collaboratively improve working conditions.
- To continuously develop employee potential to ensure they possess the skills and knowledge necessary for their operations and career growth, by establishing a Training and Development Plan aligned with organizational needs and employee career paths, and to support equal employee access to learning resources and self-development opportunities.
- To provide channels for open and regular communication and for listening to employee feedback, both directly and through employee representatives.

- To strictly implement measures to prevent harassment and bullying in the workplace, and to provide safe and confidential grievance channels, ensuring that investigations and resolutions are executed with promptness and fairness.

5.1.12 Sustainability Practices Covering 3 pillars

- To ensure that operations encompass the three core pillars of ESG, namely Environmental (E), Social (S), and Governance (G), emphasizing the balance between economic growth, social care, and environmental preservation to achieve long-term stability.

Environmental pillar - E

- To reduce greenhouse gas emissions (particularly CO_2) by establishing targets for Carbon Neutrality or Net Zero greenhouse gas emissions.
- To enhance energy efficiency and promote the utilization of renewable energy or clean energy (such as solar and wind energy).
- To comply with energy saving policies and value-driven water consumption across all workspaces, emphasizing efficient resource utilization such as reducing water consumption, electricity consumption, and fuel consumption.
- Waste management protocols are implemented focusing on waste segregation alongside the principles of Reduce, Reuse, and Recycle (3 Rs). Single-use plastic reduction is promoted by encouraging employees to use personal cups or water bottles. Furthermore, environmental and ecosystem protections are enforced to prevent adverse impacts within operating areas.

Social pillar - S

- Directors, executives, and all employees must participate in creating a safe and healthy working environment (both physical and mental health), treating employees with fairness, respecting human rights and diversity, and promoting potential development and lifelong learning for employees.
- To deliver quality and safe products/services, featuring transparent information disclosure.

- To organize annual community and social engagement activities that generate a positive impact and promote community welfare.

Governance pillar - G

- To conduct business operations with Transparency, Accountability, and Fairness.
- To adhere to business ethics and strictly oppose all forms of corruption.
- To identify and manage sustainability risks (such as climate risks, human rights risks).
- Stakeholders across the value chain are identified and engaged with to address their concerns and mitigate relevant impacts.
- To report sustainability information (such as sustainability reports, the One Report) in accordance with international standards.

6. Governance and Compliance Monitoring

The Company establishes it as the duty and responsibility of all directors, executives, and employees to acknowledge, understand, and strictly comply with the policies and guidelines as stipulated in the Company's Code of Conduct.

In the event that a violation of laws, regulations, rules, the Code of Conduct, or relevant Company policies is discovered, or if a supervisor permits subordinates to commit such violations, the executive or employee must report the matter directly to the Human Resources Department. The Human Resources Department shall then proceed in accordance with the steps defined in the Company's policy and work regulations.

The Company has established disciplinary procedures to be applied in cases where violations of laws, regulations, rules, the Code of Conduct, or relevant Company policies are found, as follows:

6.1. Minor Violations; The individual shall receive a written warning letter, which will specify the nature of the violation as well as the grounds establishing such violation. The individual shall be given an opportunity to contest the allegations with their supervisor. If the issue cannot be resolved, the matter shall be submitted to the Disciplinary Committee appointed by the Chief Executive Officer for consideration, and the decision of the Disciplinary Committee shall be deemed final. In the event of a second violation, or if the individual fails to rectify the initial violation as specified in the warning letter, the individual shall be subject to strict disciplinary actions, which may include termination of employment.

6.2. Serious violations, including but not limited to offering or accepting bribes, fraud, disclosing confidential information or the Company's intellectual property to third parties, and any actions that defame the Company's reputation, or concealing or failing to report important information, discussions, or key documents to supervisors, may result in the Company considering termination of employment without severance pay and without the necessity of issuing a prior written warning letter.

The Company shall review its Code of Conduct every two years to ensure its appropriateness for changing circumstances and business environments, as well as its alignment with the Corporate Governance Code (CG Code).

Please be informed and comply accordingly.

Reviewed by the resolution of the Corporate Governance and Sustainability Committee Meeting No. 1/2025 on November 28, 2025, and approved by the Board of Directors Meeting No. 1/2026 on February 27, 2026. Effective from February 27, 2026 onwards.

-Chinapat Visuttipat-	*-Chatchai Payuhanaveechai-*
Mr. Chinapat Visuttipat	Mr. Chatchai Payuhanaveechai
Chairman of the Corporate Governance and Sustainability Committee	Chairman of the Board of Directors
Origin Property Public Company Limited	Origin Property Public Company Limited