

1.0 POLICY STATEMENT

Aztech Global Ltd. and its subsidiaries (collectively, the “**Group**”) are committed to upholding the highest standards of ethical conduct, responsible business practices and sustainability. The Group seeks to work with suppliers who share and uphold these standards.

This Supplier Code of Conduct (“**Code**”) sets out the minimum standards of conduct and practice expected of all suppliers, including their subcontractors, when providing goods or services to the Group. All suppliers are required to comply with this Code in the course of conducting business with the Group.

2.0 COMPLIANCE WITH LAWS AND REGULATIONS

- (i) Suppliers shall comply with all applicable laws and regulations in the jurisdictions in which they operate, as well as applicable internationally recognised standards, including relevant United Nations declarations and international labour practices.
- (ii) Where applicable laws or regulations and this Code address the same subject matter, suppliers are encouraged to comply with the requirement that promotes the higher standard. If a supplier has any questions or concerns regarding the application of this Code, the supplier should contact the Group at whistleblower@aztech.com.

3.0 BUSINESS ETHICS

The Group expects all suppliers to abide by the following standards:

- (i) **Anti-Bribery and Anti-Corruption Stance**

Suppliers must ensure they do not engage in any form of bribery, corruption, fraud or improper business conduct. Suppliers shall not offer, give, request or accept any gifts, hospitality, favours or other benefits to or from the Group’s employees or anyone acting on the Group’s behalf where such conduct is intended to improperly influence, or may appear to improperly influence, any business decision or action.

- (ii) **Fair Competition**

Suppliers shall conduct their business in a fair, ethical and competitive manner, and shall comply with all applicable competition, anti-trust and fair dealing laws and regulations.

- (iii) **Confidential Information and Intellectual Property Rights**

Suppliers shall use personal data and confidential information in a lawful, appropriate and responsible manner, and only for authorised business purposes. Suppliers shall also respect and protect all intellectual property rights belonging to the Group or any third party.

- (iv) **Conflict of Interest**

Suppliers shall avoid any actual, potential or perceived conflict of interest in their dealings with the Group. Suppliers must promptly disclose to the Group any conflict of interest that arises, or where applicable, comply with any agreed upon procedure for managing such conflict. Conflicts of interest may include, but are not limited to, circumstances where a supplier’s employee, personnel or contracted professional has any personal, financial, business or other interest or relationship with the Group’s business, or where the supplier

acts, or may be perceived to act, on behalf of both the Group and any competitor of the Group.

4.0 HUMAN RIGHTS

The Group recognises and supports internationally recognised human rights standards, including the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work, the Responsible Business Alliance Code of Conduct, the Organisation for Economic Co-operation and Development Guidelines for Multinational Enterprises on Responsible Business Conduct, and the United Nations Global Compact principles on human rights. Accordingly, and in line with the Group's Human Rights Policy, the Group expects all suppliers to respect and uphold human rights, including labour rights, across their operations and supply chains.

(i) Child Labour

Suppliers must ensure their operations and supply chains are free from the exploitation of child labour. For the purposes of this Code, child labour refers to work that deprives children of their childhood, potential and dignity, and that is harmful to their physical or mental development, as defined by the International Labour Organisation.

(ii) Modern Slavery

Suppliers shall prohibit all forms of modern slavery within their operations and supply chains, including, without limitation, human trafficking forced and compulsory labour, bonded labour and debt bondage.

(iii) Equality and No Discrimination

Suppliers shall promote and maintain a working environment which is fair and equitable and free from discrimination, harassment and intimidation. Suppliers shall ensure that their employment practices and policies do not discriminate on the basis of gender, race or any other characteristic protected under applicable laws and regulations.

(iv) Respecting the Rights of Local Communities

Suppliers shall respect the land, resources, cultural heritage and customary rights of local communities who may be affected by their operations.

(v) Freedom of Association and Collective Bargaining

Suppliers shall respect the rights of employees to freely associate, join trade unions or other lawful associations, and engage in collective bargaining in accordance with applicable laws and regulations without fear of reprisal, discrimination, intimidation or harassment.

5.0 ENVIRONMENT

(i) Suppliers shall conduct their operations and services in an environmentally responsible manner and to minimise their environmental impact, in line with the Group's Environmental Policy. Where applicable, suppliers shall comply with the Group's site-specific environmental standards and requirements.

(ii) Suppliers shall demonstrate that they have appropriate measures in place to manage, measure and reduce the environmental impact of their operations, including taking steps to reduce waste, emissions, energy consumption and water consumption.

6.0 HEALTH, SAFETY AND QUALITY

Suppliers shall identify, prevent and manage health, safety and quality risks arising from their activities, products and services.

(i) Workplace Health and Safety

Suppliers shall implement and maintain effective health and safety policies, procedures and controls for the prevention, mitigation and remediation of workplace health and safety risks. Such policies, procedures and controls shall comply with the Group's health and safety requirements, applicable industry standards, and national and international requirements. Suppliers shall also take reasonable care to ensure that all workers are protected against unsafe processes and substances.

Suppliers shall provide a safe, clean and comfortable working environment. Where suppliers provide residential, dormitory or overnight accommodation facilities, such facilities shall be safe, sanitary and adequate to meet workers' basic needs.

(ii) Product Safety and Quality

Suppliers shall provide products and services that meet the Group's requirements and comply with contractually agreed safety and quality standards. At a minimum, suppliers shall comply with all applicable laws and regulations in the jurisdictions where such products or services are provided to the Group.

7.0 MONITORING COMPLIANCE

- (i) The Group shall monitor suppliers' compliance with this Code, including assessing suppliers' performance against the Group's requirements.
- (ii) The Group reserves the right to conduct supplier audits, assessments or reviews, whether directly or through appointed representatives, to verify suppliers' compliance with this Code. Suppliers may be required to complete self-assessment questionnaires and provide supporting information or documentation upon request.
- (iii) The Group will periodically review the applicability and effectiveness of this Code and may revise it from time to time as deemed necessary. Any material changes will be communicated to suppliers where appropriate.

8.0 NON-COMPLIANCE

The Group will, where practicable, seek to work with suppliers to address and remediate any non-compliance with this Code. However, the Group reserves the right to suspend or terminate any contract with a supplier who fails to comply with this Code. Where the Group determines that the standards set out in this Code are not being complied with, the Group may suspend the relevant contract or engagement until the non-compliance has been resolved or satisfactory remedial progress has been made.

9.0 REPORTING CONCERNS

- (i) Individuals and organisations who wish to raise a query, concern or report a violation or suspected violation of this Code may do so through the following channels:

Email: whistleblower@aztech.com

Address: 31 Ubi Road 1, #01-05, Singapore 408694



SUPPLIER CODE OF CONDUCT

- (ii) The Group will review and address all reports in a confidential, impartial and appropriate manner. Suppliers are expected to fully cooperate with any investigation, review and follow-up action required by the Group.
- (iii) Suppliers shall ensure that no employee, subcontractor or other person is subject to retaliation, intimidation, harassment or adverse treatment for raising a concern or reporting a violation or suspected violation in good faith.