Business Ethics and Code of Conduct
of
IT Fusion Group Company Limited, 2025

Preamble

IT Fusion Group Company Limited recognizes that corruption has detrimental effects and hinders the social and economic development of the country. It is an wrongful act that creates unfairness in business, adversely affects business ethics, the company's competitiveness, and is unacceptable both domestically and internationally. It also causes stakeholders, shareholders, and all parties involved to lose confidence in the organization. Therefore, the company adheres to Thai anti-corruption laws and has established policies as a core principle of business conduct, refusing to support businesses, groups, or individuals involved in seeking undue benefits, whether directly or indirectly, through the misuse of authority. The Company's Board of Directors is responsible for ensuring the company has provisions regarding business ethics and the code of conduct, and the ethics for directors, executives, and employees to adhere to as internal guidelines.

IT Fusion Group Company Limited recognizes the importance of good corporate governance and is committed to ensuring that the Board of Directors, executives, and employees perform their duties and manage the company with honesty, transparency, and integrity, upholding morality and ethics. This Business Ethics and Code of Conduct has been prepared to provide a framework for business operations and as a guideline for the company's directors, executives, and employees. The Board of Directors of IT Fusion Group Company Limited, in its 2/2568 meeting on April 10, 2025, resolved to approve the implementation of this Business Ethics and Code of Conduct, effective from April 10, 2025, onwards.

Article 1: Definitions

"Code of Conduct" means appropriate conduct befitting the profession, demonstrating ethics in work performance for directors, executives, and employees to follow, to maintain the

company's reputation, which will result in the practitioners being admired and respected by the general public.

"Ethics" means the conduct or behavior that should be practiced, aligned with righteousness and goodness, for the company's directors, executives, and employees.

"Company" means IT Fusion Group Company Limited.

"Shareholder" means a shareholder in IT Fusion Group Company Limited.

"Company's Board of Directors" means the Board of Directors of IT Fusion Group Company Limited.

"Chairman of the Board" means the Chairman of the Board of Directors of IT Fusion Group Company Limited.

"Director" means a director of IT Fusion Group Company Limited.

"Executive" means a person holding an executive position in IT Fusion Group Company Limited.

"Employee" means an employee of IT Fusion Group Company Limited.

"Stakeholder" means individuals, agencies, or organizations that can create impacts and/or are affected by the company's business operations, such as shareholders, directors, executives, employees, customers, business partners, and business allies.

"Customer" means a client.

"Business Partner" means an individual, group of individuals, or juristic person conducting business with the company.

"Competitor" means an individual, group of individuals, or juristic person conducting business similar to the company.

"Creditor" means an individual, group of individuals, or juristic person entitled to demand debt repayment from the company according to law.

"Debtor" means an individual, group of individuals, or juristic person obligated to pay debts to the company according to law.

Article 3: Guidelines for the Company's Code of Conduct and Business Ethics

(1) All directors, executives, and employees are obligated to comply with and promote the company's Code of Conduct and Business Ethics.

(2) All directors, executives, and employees must study and understand the content related to their duties and responsibilities.

(3) All directors, executives, and employees must not neglect or ignore any non-compliance with the company's Code of Conduct and Business Ethics and must cooperate in investigations when allegations of non-compliance arise.

Article 4: Provisions of the Company's Code of Conduct and Business Ethics

(1) Conduct business in compliance with laws and regulations.

(1.1) The company is committed to conducting business in strict compliance with applicable laws and regulations.

(1.2) The company shall promote adherence to relevant laws and regulations by directors, executives, and employees.

(1.3) The company shall conduct business respecting and not infringing upon the intellectual property or copyrights of others.

(2) Conduct business with social and environmental awareness.

(2.1) The company shall conduct business that does not contradict good morals and traditions and does not cause damage to society.

(2.2) The company shall be responsible to society and the community, including supporting activities that contribute positively to society and the environment.

(2.3) The company shall prioritize environmental conservation by managing and using appropriate technologies to reduce natural resource consumption.

(2.4) The company shall maintain and improve safety standards, ensuring safe workplaces, work processes, and office equipment.

(3) Treat stakeholders fairly.

(3.1) The company shall conduct business considering ethics and honesty, supporting fair competition and refraining from illegal practices, avoiding reducing or restricting

competition, or unfairly disadvantaging competitors.

(3.2) The company shall safeguard the interests of all stakeholders with fairness.

(3.3) The company shall ensure that the rights of stakeholders are protected by law.

(3.4) Treat customers fairly. The company prioritizes creating benefits and satisfaction for customers, offering quality products and services to suitably meet customer needs. The company promotes transparent, clear, and fair communication with customers in all forms.

(3.5) Personal Data Protection. The company recognizes the right to privacy and its responsibilities regarding the collection, use, disclosure, and processing of personal data. The company is committed to ensuring the proper and appropriate collection, use, disclosure, and processing of personal data, as well as adequately protecting the personal data of customers, partners, contractors, employees, and related persons in accordance with the Personal Data Protection Act B.E. 2562 (2019).

(3.6) The company shall respect and emphasize the protection of rights, liberties, equality, and respect for human rights.

(3.7) The company shall respect and recognize differences and diversity in race, religion, gender, age, education, and will not support discrimination or sexual harassment.

(4) Conflict of Interest

Directors, executives, employees, and persons related to the company must avoid conflicts of interest that may affect any decision-making. In performing duties, the company's interests must be paramount, within the bounds of legality and ethics.

(5) Anti-Corruption

The company is committed to complying with laws on the prevention and suppression of corruption, and the giving or receiving of bribes to government officials or officials of private sector entities.

(6) Money Laundering Prevention and Countering the Financing of Terrorism

The company recognizes the importance of laws concerning money laundering and the prevention of the financing of terrorism. It is committed to preventing itself from being used as

a tool in money laundering processes or financing terrorism, emphasizes monitoring and reporting suspicious transactions to authorities, and ensures accurate recording of financial transactions and assets in accordance with anti-money laundering and counter-terrorist financing laws.

(7) Treatment of Information and Assets

(7.1) Recording, Reporting, and Retention of Information

(a) Reliability of Financial Accounting Reports: The company establishes appropriate internal controls to protect the accuracy and reliability of the company's data and accounting/financial reports and complies with relevant laws regarding accounting and financial recording and reporting.

(b) The company classifies information confidentiality levels and requires directors, executives, and employees to maintain the confidentiality of information under their responsibility, not disclosing secrets even after employment ends.

(c) The company must keep customer information and trade secrets confidential and not disclose them to related parties, unless required by law or approved for disclosure by the Company's Board of Directors.

(7.2) Disclosure of Information

(a) The company shall disclose information sufficiently, timely, accurately, and transparently on a regular basis, in accordance with relevant laws.

(b) The company shall exercise caution not to cause confusion or misunderstanding among stakeholders regarding information facts.

(7.3) The company shall use information technology systems and other assets efficiently, securely, and stably, maintaining and preventing unauthorized access.

(8) Treatment of Employees

(8.1) The company shall take care of employees and provide employee welfare.

(8.2) The company shall treat all employees fairly without discrimination.

(8.3) The company shall support or promote activities fostering relationships among employees and between employees and the company.

(8.4) The company shall promote knowledge development and employee

advancement by having a human resource management system that provides equal opportunities for career growth for employees at all levels.

(8.5) The company shall provide all employees the opportunity to fully demonstrate their capabilities, determining appropriate compensation and creating work incentives, including salary, bonuses, welfare, and appropriate operating expenses according to company regulations with fairness.

(8.6) The company shall practice and respect human rights, differences, and diversity in race, religion, gender, age, education.

(8.7) The company shall maintain a working environment that is safe and hygienic for the life and property of employees.

(9) Creating Values that Prioritize Organizational Interests over Individual Interests

The company shall support and encourage all employees to consider the organization's interests over their own.

(10) Treatment of Creditors, Debtors

(10.1) The company shall have oversight to ensure strict, transparent, and equal compliance with the terms and conditions in contracts with creditors and debtors, both in terms of payments, receipts, and agreed conditions.

(10.2) The company shall not conceal its true financial status and shall disclose information to creditors and debtors accurately, completely, and on time as per contract terms.

(10.3) If an event is suspected that may impact creditors or debtors, it should be notified to them, and solutions should be sought together.

(11) Treatment of Competitors

(11.1) The company shall operate within the framework of good competition rules, not seeking competitors' confidential business information through dishonest or inappropriate means, and not damaging competitors' reputations by making malicious accusations.

(11.2) The company shall promote activities that foster mutual understanding and assist each other on appropriate occasions.

(11.3) The company shall view competitors as business peers that help encourage the company to continuously develop itself.

Article 5: Ethics for Directors

Directors shall conduct themselves in accordance with the company's Code of Conduct and Business Ethics provisions. Directors must always be aware that their duties involve responsibilities not only to the company and shareholders but also to customers and other stakeholders, considering the collective interests of all these groups as follows:

(1) Honesty, Fairness, and Integrity

(1.1) Directors shall perform their duties in compliance with the company's rules, policies, objectives, regulations, and shareholder meeting resolutions.

(1.2) Directors shall perform their duties straightforwardly in the company's business affairs, independently from management and interested parties, and must have no personal interest in business decisions.

(1.3) Directors shall perform their duties using their knowledge and abilities to the fullest.

(1.4) Directors shall safeguard shareholder interests and treat stakeholders fairly.

(1.5) Any action by a Director shall be honest, ethical, and prioritize the organization's interests in decision-making.

(1.6) Directors shall adhere to the truth and not cause misunderstanding, either directly or indirectly; shall not speak or act falsely; and shall not cause misunderstanding by omission of speech or action.

(2) Conduct of Personal Business Transactions

Directors must separate personal business transactions or other businesses from the company's operations.

(3) Confidentiality

(3.1) Directors shall not disclose confidential information of customers, employees, and company operations, either intentionally or unintentionally, to external parties, unless consent is obtained from the company.

(3.2) Directors shall not use information obtained from their position as a director for personal financial gain or the gain of others, which is not done for the benefit of the company.

(4) Disclosure of Interests

Directors shall disclose interests from personal business or other businesses, including any matters constituting a conflict of interest.

(5) Adherence to Laws

Directors shall adhere to laws, rules, and regulations related to business operations.

(6) Acceptance of Money, Gifts, and Other Benefits

Directors shall not use their position as a director to seek personal benefit from those doing business with the company, including those negotiating to do business with the company.

Article 6: Ethics for Executives

(1) Executives shall conduct themselves within the framework of good morals and traditions, refraining from degenerate behavior and making decisions and taking any actions with purity of intention for the ultimate benefit of the company, customers, shareholders, and employees.

(2) Executives shall manage with care, prudence, attentiveness, foresight, and set an example in enhancing efficiency and effectiveness ethically to achieve the company's objectives and goals.

(3) Executives shall treat employees politely, govern subordinates with fairness, and not misuse authority.

(4) Executives must demonstrate commitment to the Code of Conduct and Ethics by setting a good example for other employees, fostering a work atmosphere conducive to compliance, and striving to prevent violations.

(5) Executives shall support capacity building, advancement, and improving employee work efficiency, provide appropriate welfare to employees, be sincere, and respect employees'

rights and opinions.

(6) Executives shall build confidence among employees regarding compensation, appointments, transfers, rewards, and fair disciplinary actions, as well as a safe environment for life and property.

Article 7: Ethics for Employees

(1) Conduct towards Oneself

(1.1) Employees shall strictly comply with company work rules and regulations.

(1.2) Employees shall work with honesty, diligence, and perseverance, and improve work efficiency for the benefit of both the employee and the company.

(1.3) Employees shall have a positive attitude towards the company, respect, obey, and comply with company policies, rules, regulations, and lawful orders from supervisors.

(1.4) Employees shall perform duties with knowledge, capability, efficiency, and to the standard of their position.

(1.5) Employees shall conduct themselves within the framework of good morals and traditions, refraining from degenerate behavior.

(1.6) Employees shall continually seek knowledge and self-development to ensure quality and efficient work performance.

(2) Conduct towards Colleagues

(2.1) Employees shall be harmonious, united, and mutually helpful, not creating conflict leading to harm to others and the company.

(2.2) Employees shall treat colleagues with friendliness, sincerity, respect for rights, and mutual respect; avoid disclosing or criticizing others' information or stories, whether work-related or personal, in a manner causing harm to colleagues or the company.

(2.3) Employees shall avoid giving and receiving gifts of significant value hoping for reciprocation or creating bias towards themselves, colleagues, or subordinates.

(3) Conduct towards the Company

(3.1) Employees shall be committed, honest, diligent, persevering, and loyal to the company, safeguarding the company's reputation.

(3.2) Employees shall not use their authority for their own benefit or that of

others, directly or indirectly, causing damage to the company.

(3.3) Employees shall report matters affecting operations or the company's reputation to their supervisor without delay.

(3.4) Employees shall maintain company confidentiality, should not disseminate information or news that could damage the company, and should not use information obtained from their duties for personal gain.

(3.5) Employees shall take care of the company's rights, benefits, and property, keeping them in good condition, using them fully and economically, preventing waste, loss, damage, or premature deterioration.

(4) Conduct to Avoid Contrary to Company Interests

(4.1) Employees shall not use their position to seek personal gain or for cliques, or engage in business competing with the company.

(4.2) Employees shall not engage, either directly or indirectly, in business competing with or contrary to the company's interests.

(4.3) Employees shall not have financial interests in customers or business partners, whether as business owners, partners, shareholders, directors, creditors, or advisors; if such interests exist, they must be disclosed to the supervisor.

(4.4) Employees shall not demand or receive any assets from customers and those doing business with the company beyond the expenses and fees charged by the company.

(5) Conduct towards Customers

(5.1) Employees shall provide consistently good service to customers, with honesty, integrity, and explain the rights customers are entitled to, while also having the duty to protect customer interests.

(5.2) Employees shall provide service to customers accurately, promptly, willingly, sincerely, and politely.

(6) Conduct towards Business Partners

(6.1) Employees shall treat business partners with honesty, integrity, and equality.

(6.2) Employees shall not disclose business partners' secrets or commercial

information to others, and shall not slander partners.

(6.3) Employees shall not have financial involvement or any interests with business partners, e.g., joint investment, joint trading, lending, or borrowing money, etc.

(6.4) Employees shall not demand benefits from business partners in return for performing their duties.

(6.5) Employees shall not receive or give entertainment, accept any benefits or gifts where such acceptance would compel the employee to comply with the partner's wishes in matters that are incorrect or contrary to standard company practices.

(6.6) Employees shall deal with business partners by following company policies and regulations fairly, transparently, and in an auditable manner.

(7) Conduct towards Supervisors and Subordinates

(7.1) Listen to supervisors' advice and do not bypass immediate supervisors unless instructed by a higher supervisor; also, be polite to employees of higher rank.

(7.2) Treat subordinates with kindness and justice, care for and develop subordinates for career advancement, transfer knowledge, and support training to continually enhance knowledge and experience.

(7.3) Listen to subordinates' opinions or suggestions regarding work and consider applying them beneficially to the work.

Article 8: Monitoring Compliance

The company has prepared these Code of Conduct and Business Ethics provisions for relevant persons to self-learn through company announcements and has notified employees. All supervisors at every level are assigned the duty to monitor and ensure employee compliance with the Code of Conduct and Business Ethics provisions, and it is considered part of employee discipline.

Article 9: Reporting Violations or Non-Compliance

(1) Violation of the Code of Conduct and Business Ethics provisions, or supporting others to violate them, may result in disciplinary action, including termination of employment and loss of employment-related benefits.

(2) If witnessing actions that violate the Code of Conduct and Business Ethics, or

suspecting potential violations, reports can be made through the channels specified in the company's regulations on internal organizational whistle blowing processes.

Announced and Effective from 13 May 2025.