

Business Code of Conduct Policy

KCG Corporation Public Company Limited

Recognizing the importance of a business code of conduct as a key factor in enhancing the Company's management standards and best practices, KCG Corporation Public Company Limited is committed to fostering ethical business operations. This not only builds trust among customers, business partners, the public, and stakeholders by ensuring that the Company's operations are independent, transparent, efficient, and fair to all parties, but also strengthens the Company's image and brand as a strong, stable, and trustworthy entity in conducting its business transactions.

1. Principles and Rationale

The Business Code of Conduct serves as a fundamental principle guiding the Company toward sustainable, responsible growth and public trust. This policy encompasses multiple dimensions of best practices, including good corporate governance, respect for stakeholder rights, and fair, transparent, and accountable treatment of all stakeholders—contributing to broader societal balance.

It also includes practices for developing outstanding products and services, combating unfair competition, and promoting continuous learning and development for employees. This ensures professional competence aligned with integrity, ethical standards, and a strong stance against fraud and corruption.

2. Objectives

The Company has established this Business Code of Conduct Policy with the following objectives:

2.1 To set out a written policy for directors, executives, and employees, clearly communicating the Company's intentions and commitment to upholding good corporate governance through the framework of ethical business conduct.

2.2 To encourage directors, executives, and employees to recognize and value the importance of collectively adhering to the principles of good corporate governance as outlined in the Business Code of Conduct.

2.3 To instill confidence among shareholders, investors, and stakeholders that the Company is committed to conducting its business with responsibility, caution, honesty, integrity, and strict adherence to ethical business practices.

3. Definitions

"The Company"	refers to <i>KCG Corporation Public Company Limited</i> .
"Director"	refers to a director of <i>KCG Corporation Public Company Limited</i> .
"Executive"	refers to an individual with the authority to direct, assign tasks, and manage operations to achieve objectives efficiently.

4. Business Code of Conduct Policy

4.1 Directors, executives, and employees shall perform their duties with full responsibility, honesty, integrity, and due diligence. All actions must comply with applicable laws, the Company's objectives, articles of association, board resolutions, and shareholders' meeting resolutions.

4.2 Promote and encourage executives and employees at all levels to cultivate awareness and recognize the importance of adhering to the following business code of conduct policy:

4.2.1 Treatment of Shareholders

Encourage shareholders to exercise their rights to protect their interests appropriately and transparently. Ensure equitable treatment of all shareholders while promoting sustainable growth, continuous value creation, and fair returns. In addition, the Company placed importance on protecting the rights of minority shareholders against exploitation—whether directly or indirectly—by controlling shareholders.

4.2.2 Treatment of Employees

Support the recognition of employees as a vital and valuable human resource in driving the business forward. Ensure fair and non-discriminatory treatment of employees at all levels. Emphasize the importance of health, occupational safety, and the protection of life and property. Prioritize the creation of a positive working environment, promote continuous learning and skill development, and provide access to new technologies that enhance job performance appropriately.

4.2.3 Treatment of Customers

Promote and support the provision of high-quality products that meet customer expectations and satisfaction promptly and on time, at fair and reasonable prices. Ensure the confidentiality of customer information and strictly prohibit the misuse or unauthorized disclosure of such data.

4.2.4 Treatment of Business Partners

Promote and adhere to the principle of creating mutual benefits and fair returns for both parties over the long term. Foster cooperation in conducting business with fairness, honesty, and sincerity, without exploitation. Additionally, support the enhancement of business partners' capabilities, including the development of products and services to meet customer needs.

4.2.5 Treatment of Competitors

Promote and adhere to fair treatment of competitors in accordance with applicable laws and regulations governing fair competition. Refrain from obtaining competitors' confidential information through dishonest or inappropriate means.

4.2.6 Treatment of Creditors

The company is committed to strictly adhering to all contracts, agreements, and terms with creditors. In cases where compliance with such terms is not feasible, the company shall promptly notify the creditors in advance and work collaboratively to find appropriate solutions to prevent any potential damage.

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4.2.7 Treatment of Debtors

The company supports responsible and fair treatment of debtors, fostering mutual care and respect.

4.2.8 Treatment of Regulatory Authorities

The company is committed to strictly adhering to and promoting compliance with the intent of laws and regulations issued by regulatory authorities. It also emphasizes cooperation and the timely provision of accurate and truthful information as required.

4.2.9 Treatment of Community, Society, and the Environment

Promote and support business growth alongside the development of society, communities, and the environment by being mindful of the quality of life in the communities and ensuring business operations do not negatively impact the environment and society.

4.2.10 Treatment of Internal Organizational Information and Confidentiality

Support and promote awareness of the importance of managing internal organizational information, including accurate and complete recording or reporting of data in compliance with the law. Ensure proper and secure storage of information, whether it belongs to the company, business partners, or employees, without using such information for personal gain. Upon expiration of the required retention period, implement appropriate destruction procedures for various types of data and documents.

4.2.11 Promote and support the establishment of channels for reporting tips or complaints, along with processes to provide timely feedback on the progress of the handling of such matters without delay.

4.2.12 Support the implementation of communication and understanding initiatives for both management and employees, as well as the monitoring and evaluation of compliance with the Business Code of Conduct Policy.

5. Policy Review

The company will review the Business Code of Conduct Policy at least once a year.

6. Enforcement

This Business Code of Conduct Policy shall come into effect from the date of its announcement.

Announced on January 17, 2025.

Signed -*Chaiyawat Wibulswasdi*-

Dr. Chaiyawat Wibulswasdi

Chairman of the Board

KCG Corporation Public Company Limited

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