

CODE OF CONDUCT AND BUSINESS ETHICS

1. Introduction

Ecosysco is committed to conducting business honestly, responsibly, and with respect for everyone affected by our work. This Code of Conduct sets the standards expected of all employees and consultants and representatives of Ecosysco.

It helps us protect our reputation, our people, and the trust of our partners, clients, and communities.

2. Standard of Conduct

Ecosysco conducts its business with honesty, integrity, and fairness. Every employee and consultant is expected to act responsibly and uphold these values in all professional dealings.

3. Obeying the Law

All Ecosysco employees and consultants must comply with the laws and regulations of the Kingdom of Cambodia and any other country where Ecosysco operates.

4. Data Privacy

Ecosysco respects and protects personal information. We comply with data-privacy laws when collecting, using, or storing data about our staff, clients, and partners. Everyone has the right to know how their personal data is used and safeguarded.

5. Employees and Consultants

Ecosysco hires and promotes people based solely on their qualifications and abilities. We maintain a safe, respectful, and healthy workplace and believe that open communication helps everyone perform their best.

6. Anti-Harassment and Equal Opportunity

Ecosysco provides a workplace free from harassment, discrimination, or bullying. All employees and consultants must treat one another with dignity and respect, regardless of gender, age, ethnicity, religion, disability, or background.

7. Conflicts of Interest

Employees and consultants must avoid personal or financial interests that may conflict with their duties at

Ecosysco. If such a situation arises, they must disclose it immediately to their supervisor or Human Resources.

8. Gifts and Hospitality

Employees and consultants must not give or accept gifts, entertainment, or hospitality that could influence—or appear to influence—business decisions. Any offer of gifts or benefits must be declared to management for approval.

9. Public Activities

Ecosysco does not support or fund political parties or groups that promote party interests. Employees and consultants may participate in lawful personal political activities but must not use Ecosysco's name or resources to do so. Ecosysco may engage with governments or associations to share expertise and represent legitimate business interests.

10. Product and Service Quality

Ecosysco is committed to delivering products and services that provide good value and meet high standards of quality and reliability.

11. Environmental Responsibility

Ecosysco runs its operations in an environmentally responsible and sustainable way. We aim to minimize negative impacts, reduce waste, and use resources efficiently.

12. Competition

Ecosysco supports fair and open competition. Employees and consultants must follow all competition and antitrust laws and avoid actions that could restrict fair trade.

13. Reliability of Financial Reporting

All Ecosysco accounting records must be accurate and complete. No secret or unrecorded accounts, funds, or assets are permitted.

14. Bribery and Corruption

Ecosysco has zero tolerance for bribery or corruption. We never offer, request, or accept bribes or any other improper advantage to gain business or influence decisions. Any such incident must be reported immediately.

15. Health, Safety, and Security

Ecosysco is committed to providing a safe and secure work environment. Employees and Consultants must follow all safety procedures, use protective equipment when required, and immediately report any accidents or hazards.

16. Use of Company Property and IT Systems

Ecosysco's property, equipment, and information systems must be used responsibly and only for legitimate business

purposes. Employees and Consultants must protect company data, devices, and confidential information from misuse or unauthorized access.

17. Reporting Concerns (Whistleblowing)

Employees and Consultants are encouraged to speak up about any suspected misconduct or violation of this Code. Reports can be made to a supervisor, Human Resources, or management. Ecosysco will handle all reports seriously and will not tolerate retaliation against anyone who reports concerns in good faith.

18. Application

This Code applies to all Ecosysco Employees and Consultants, wherever they work. When Ecosysco participates in partnerships or joint ventures, these same ethical standards will be promoted.

19. Compliance and Oversight

Ecosysco's Board and management are responsible for ensuring that this Code is communicated, understood, and followed. Internal audits may be used to monitor compliance. No Employees and Consultants will be penalized for following this Code or for reporting a possible breach.