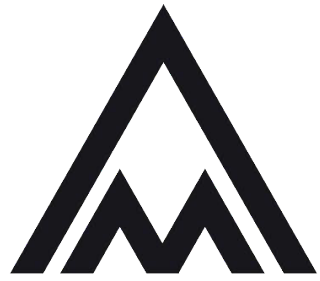




Mawson  
Infrastructure  
Group Inc.



# Mawson

## **Code of Ethics and Business Conduct Policy**

### **Table of Contents:**

1. Introduction and Purpose
2. Standards of Business Conduct
3. Conflicts of Interest
4. Confidential Information
5. Protection of Company Assets
6. Workplace Standards
7. Reporting and Compliance

## **1. Introduction and Purpose**

This Code of Ethics and Business Conduct Policy ("Code") establishes the fundamental principles and standards for Mawson Infrastructure Group Inc. and its subsidiaries ("Mawson" or "Company"). Our success depends on maintaining the trust of our employees, customers, shareholders, and communities. This Code helps ensure we conduct business with integrity and in compliance with all applicable laws and regulations. The Company reserves the right to interpret, change, suspend, cancel, with or without notice, all or any part of this Code, at any time as may be authorized by the Company's Chief Executive Officer.

### **Who Must Follow This Code**

- All employees
- Officers and executives
- Board members
- Contractors and consultants

### **Your Responsibilities**

- Read and understand this Code thoroughly, seeking clarification when needed
- Report suspected violations promptly through appropriate channels
- Seek guidance from supervisors or compliance resources when facing ethical uncertainties
- Lead by example by demonstrating ethical behavior in daily work, encouraging others to raise questions about ethics and compliance, and creating an environment where team members feel comfortable voicing concerns

## **2. Standards of Business Conduct and Compliance**

To ensure full compliance with all applicable laws and regulations, you must:

- Understand and comply with the laws and regulations that apply to your role
- Keep all required professional licenses and certifications current and in good standing
- Fully cooperate with internal and external audits and investigations, providing complete and accurate information
- Promptly report any known or suspected legal violations through appropriate channels
- Consult with the Legal Department when uncertain about legal requirements or implications

## **3. Conflicts of Interest**

### **Understanding Conflicts**

A conflict of interest exists when personal interests interfere with your ability to act in Mawson's best interests. Such conflicts can arise directly through your own activities or indirectly through the activities of family members or close associates.

### **Common Conflict Situations**

- Engaging in outside employment or consulting that conflict with Mawson's interests
- Interests you may have with competitors, suppliers, or customers that could affect your loyalty to Mawson
- Conducting business on behalf of Mawson with entities with which you have financial interests or "related parties" to you.

### **Required Actions**

- Disclose the situation promptly to your supervisor and legal

- Obtain written approval before proceeding with any activity that could create a conflict
- Update your conflict-of-interest disclosures whenever your circumstances change

#### **4. Confidential Information**

##### **Protected Information**

The following types of information must be protected and kept confidential:

- Trade secrets and proprietary technological information
- Strategic business plans and market strategies
- Customer information and business relationships
- Non-public financial data and performance metrics
- Personnel records and employee information
- Product specifications and development plans
- Marketing strategies and campaign details

##### **Information Security**

- Use strong passwords
- Encrypt sensitive data
- Secure physical documents
- Follow security protocols
- Report security incidents
- Maintain secure home office
- Protect confidential materials

#### **5. Protection of Company Assets**

##### **Company Resources**

- Use company owned devices solely for legitimate business purposes and protect them
- Take reasonable precautions to prevent theft, damage, or unauthorized use of company property
- Report any misuse, theft, or waste of company owned resources to management immediately
- Follow established security procedures for accessing and using company facilities and equipment

##### **Intellectual Property**

To protect our intellectual property rights:

- Safeguard all company patents, trademarks, copyrights, and trade secrets
- Honor the intellectual property rights of others and obtain proper licenses when required
- Report any suspected infringement of company intellectual property rights to the Legal Department
- Properly document all new innovations, improvements, and developments created during your employment
- Follow established procedures for protecting and managing intellectual property assets

#### **6. Workplace Standards**

##### **Professional Conduct**

- Treat all colleagues, customers, and business partners with respect and dignity, regardless of position or background
- Foster an inclusive workplace environment that values diverse perspectives and experiences

- Follow all safety procedures and immediately report any safety concerns or violations
- Report any form of harassment or discrimination promptly through appropriate channels
- Actively support diversity and inclusion initiatives while demonstrating respect for all individuals

#### **Communication Standards**

- Use professional, respectful language in all verbal and written communications
- Maintain appropriate professional boundaries in all workplace relationships
- Obtain appropriate approval from the Company's General Counsel or Chief Executive Officer before making any public statements on behalf of the company

### **7. Reporting and Compliance**

#### Reporting Channels

- Legal – [legal@mawsoninc.com](mailto:legal@mawsoninc.com)
- Human Resources – [people@mawsoninc.com](mailto:people@mawsoninc.com)

This Code is available at [www.mawsoninc.com](http://www.mawsoninc.com) or from [legal@mawsoninc.com](mailto:legal@mawsoninc.com) or [people@mawsoninc.com](mailto:people@mawsoninc.com)

\_\_\_\_\_.Signature of Team Member

\_\_\_\_\_.Print Name

\_\_\_\_\_.Date