



EMAS DINAMIK (828558-V)

ETHICS AND BUSINESS INTEGRITY POLICY

All our employees are expected to conduct their activities for EDSB fairly and ethically, in such a way that it enhances the Company's reputation.

Our Goals are:

- To promote and maintain honesty, integrity, and high ethical standards.
- To prevent financial and reputational damage to EDSB and its staff.

EDSB personnel are committed to achieving these goals:

- Managers are responsible and accountable for upholding and communicating this policy and leading by example.
- All EDSB personnel must comply with this policy and promptly report concerns and violations.

To ensure compliance with our Ethics & Business Integrity Policy, we:

- Comply with all laws governing EDSB and its operations including those on Health & Safety, Environment, Security and Social Responsibilities.
- Treat all staff, business partners and local communities fairly and with respect.
- Ensure we avoid making any illegal payments including to customers, agents, and host governments.
- Avoid all conflicts of interest including any transactions which could be perceived as conflicts of interest.
- Ensure all EDSB documentation, including financial accounts and records, is accurate, complete, and truthful.
- Maintain the confidentiality of commercially sensitive information.
- Compete fairly.
- Report all violations and concerns in a spirit of openness and transparency.

DATUK REDZUAN KHUSHAIRY OTHMAN
MANAGING DIRECTOR

07th October 2024