

## **ANTI-BRIBERY AND ANTI-CORRUPTION POLICY**

### **1. INTRODUCTION**

CLB Holdings Berhad ("**Company**") and its subsidiaries (collectively known as the "**Group**"), are committed to ethical, transparent, and responsible business practices. This commitment extends to compliance with all applicable laws, which include compliance with the Malaysian Anti-Corruption Commission Act 2009 ("**MACC Act 2009**") and the Malaysian Anti-Corruption Commission (Amendment) Act 2018, as well as any of its amendments or re-enactments that may be made by the relevant authority from time to time.

This Anti-Bribery and Anti-Corruption Policy ("**Policy**") outlines the guidelines, principles and requirements for the Group to have an unambiguous policy statement on the Group's position regarding bribery and corruption, which forms the cornerstone of effective integrity management in relation to the businesses and operations of the Group.

This Policy is supplemental to and shall be read in conjunction with the Code of Ethics and Conduct of the Group as annexed herewith, as well as the Whistleblowing Policy, the MACC Act 2009, and the Malaysian Anti-Corruption Commission (Amendment) Act 2018, where applicable. In cases of a conflict between mandatory laws and the principles contained in this and other policies, the mandatory laws shall prevail.

### **2. OBJECTIVES**

The objectives of this Policy are to:

- (i) set out the Group's position on matters related to bribery and corruption that may be encountered by the directors and employees of the Group in the course of business, for the purpose of providing guidance in dealing with and preventing acts of bribery and corruption;
- (ii) set out the Group's responsibilities in complying with applicable laws and regulations against anti-bribery and anti-corruption;
- (iii) take reasonable and appropriate measures to ensure that the Group does not participate in corruption activities for its advantage or benefit; and
- (iv) provide adequate procedures and protection to guide and support individuals working for the Group in recognising and dealing with bribery and corruption issues.

### 3. SCOPE

This Policy applies to the following:

- (i) all Directors, employees and individuals (whether full-time, part-time, probationary, contract or temporary) of the Group working at all levels and grades (“**Employees**”) as well as any third parties associated with the Group, which may include but are not limited to suppliers, contractors, agents, consultants, outsourced personnel, distributors, advisers, government and public bodies including their advisers, representatives and officials (collectively referred to as “**Associated Third Parties**”);
- (ii) the Group’s business dealings with private and public sector entities, including their directors, employees, and intermediaries; and
- (iii) all jurisdictions in which the Group operates.

For the purpose of this Policy:

- (a) “**Bribery**” means the act of offering, promising, giving or receiving something of value (whether financial or non-financial) in exchange for some kind of influence or action in return that the recipient would otherwise not offer;
- (b) “**Corruption**” means the act of soliciting, giving, accepting, or receiving gratification, directly or indirectly, from/to a person in authority either in the form of money, services, or valuable goods as an inducement or reward to do or not to do any act concerning the person’s principal affairs. In short, corruption is essentially an abuse of entrusted power or position to obtain a personal gain or benefit;
- (c) “**Facilitation payments**” mean small sums, unofficial payments made to secure or expedite a routine government action by a government official.
- (d) “**Gratification**” as defined in Section 3 of the MACC Act 2009 mean the following:
  - (i) money, donation, gift, loan, fee, reward, valuable security, property, or interest in the property being property of any description whether movable or immovable, financial benefit, or any other similar advantage;
  - (ii) any office, dignity, employment, contract of employment or services, and agreement to give employment or render services in any capacity;
  - (iii) any payment, release, discharge, or liquidation of any loan, obligation, or other liability, whether in whole or in part;
  - (iv) any valuable consideration of any kind, any discount, commission, rebate, bonus, deduction or percentage;
  - (v) any forbearance to demand any money or money’s worth or valuable thing;

- (vi) any other service or favour of any description, including protection from any penalty or disability incurred or apprehended or from any action or proceedings of a disciplinary, civil, or criminal nature, whether or not already instituted, and including the exercise or the forbearance from the exercise of any right or any official power or duty; and
  - (vii) any offer, undertaking, or promise, whether conditional or unconditional, of any gratification within the meaning of any of the preceding paragraphs (i) to (vi).
- (e) **“Kickbacks”** mean the return of a sum already paid or due as a reward for awarding of business to certain parties or Associated Third Parties.

#### 4. ANTI-BRIBERY AND ANTI-CORRUPTION POLICY STATEMENT

We adopt a zero-tolerance approach to corruption and bribery. All our business activities are conducted honestly and ethically. We are committed to behaving professionally, fairly, and with integrity in all our relationships and business dealings, following our Code of Ethics and Conduct. We are committed to implementing and enforcing an effective system to counter bribery.

In the event of an investigation into corruption involving the Group, we shall ensure full cooperation with the enforcement agencies and other competent authorities, such as the Malaysian Anti-Corruption Commission.

In case of suspicious behaviour, allegations, and/or investigations related to bribery or corruption, the Head of Human Resources reserves the right to request the relevant Employees to declare information regarding the assets owned by them as deemed necessary.

If any Employees come across any suspicious activity or have a reasonable belief that this Policy has been breached or violated, you may report your concerns to your Head of Department, or follow the procedures outlined in the Whistleblowing Policy available through reporting channels at <https://www.clbgroups.com/>.

The Employee who is found violating this Policy may be subjected to disciplinary action as well as potential criminal investigation and prosecution.

The Audit and Risk Management Committee (**“ARMC”**) will conduct periodic risk assessments on the bribery and corruption risk of the Group, assisted by the Internal Auditors. The ARMC will periodically report to the Board of Directors of the Company (**“Board”**) for deliberation on the results of the bribery and corruption risk assessment, if any.

#### 5. DONATIONS AND SPONSORSHIPS

- (i) Donations and sponsorships may be permissible depending on the circumstances, provided that they are made directly to an official entity and capable of being publicly disclosed.
- (ii) Donations and sponsorships must not be made to influence business decisions or to cover up undue payments or bribery.

- (iii) The provisions relating to donations and sponsorships also apply to charitable support and donations, whether in the form of in-kind services, knowledge, time, or direct financial contributions.
- (iv) All donations and sponsorship payments must be accurately reflected in the Group's accounting books and records, be permitted by the applicable law, and capable of being publicly disclosed. They must state the purpose of such contributions such as to support local community or welfare development and reciprocal business arrangements to ensure that the said donations and sponsorship payments are not used as a scheme to conceal bribery or corruption or to influence business decisions.
- (v) Written or verbal approval, on a case-by-case basis, must be obtained from the Managing Director/Executive Director(s)/Chief Executive Officer before the Group's funds or resources may be utilised for any direct or indirect political contributions. In the event of verbal approval, an acknowledgement must be obtained from the recipient.

## 6. FACILITATION PAYMENTS AND KICKBACKS

The Group adopts a strict policy of disallowing the use of facilitation payments or kickbacks in its business. The Employees and Associated Third Parties dealing with the Group shall not accept, obtain, attempt to accept or obtain, solicit, offer, promise, or give facilitation payments and kickbacks to secure or expedite the performance of their duty. However, the Group recognises that, in exceptional circumstances, facilitation payment or kickbacks may be an immediate recourse to protect the safety of the Employees. In such situations, the prior approval of the Managing Director/Executive Director(s)/Chief Executive Officer is required or, in an emergency, retroactively as soon as possible after the payment.

Any request for facilitation payment or kickbacks must be reported immediately to the superior, Head of Department, or management for further advice.

## 7. GIFTS, HOSPITALITY AND ENTERTAINMENT

### 7.1 NO GIFT POLICY

The Group is committed to conducting our business in the highest standards of integrity and good governance. We practice a "No Gift Policy", where our Employees are prohibited from directly or indirectly receiving or providing gifts.

**Receiving of Gifts:** In certain cultures or circumstances, gift-giving is a business etiquette, and it may be disrespectful to refuse a gift. In such circumstances, the Employees may receive the gift, but he/she must report to the respective Head of Department and record it in the Gift Register Form. However, under no circumstances may the employee or his/her family members accept gifts in the form of cash or cash equivalents.

**Exemptions:** There are certain exceptions whereby the provision and receipt of gifts can be accepted which include the following situations:

- Token gifts are offered equally to members of the public, delegates, customers, partners, and key stakeholders attending work-related seminars, conferences, trade and business events (*e.g. t-shirts, goodie bags, calendars, pens, diaries*).
- Gifts offered to external parties in relation to the Group's official functions, events, and celebrations (*e.g. door gifts*).
- Recognition gifts from the Group to employees in relation to an internal or external company's recognition function, event, and celebration (*e.g. long service award*).
- Gifts exchange at the company-to-company level (*e.g. gifts exchanged between companies as part of an official company visit*).

In any case of doubt, the employee shall consult respective Head of Department and/or Managing Director/Executive Director(s) and seek direction for the best way in handling the gift.

## 7.2 HOSPITALITY AND ENTERTAINMENT

This Policy does not prohibit the Group from giving or accepting hospitality and entertainment arrangements, as long as it is reasonable and appropriate to do so in circumstances that do not influence business decisions. Any such business courtesies offered or received that are transacted on behalf of the Group must be approved in accordance with the Group's limits of authority as stated in the Group's Limits of Authority and Employee's Handbook.

The following criteria are to be considered when giving or accepting any hospitality and entertainment arrangement:

- reasonable in value;
- transparent, open and shall not have any corrupt/criminal intent;
- infrequent in nature and lawful under the circumstances;
- not given to influence or obtain any specific favour, benefit or advantages from the intended recipients;
- intended to maintain good rapport with customers/suppliers of the Group; and
- respectful and customary.

Hospitality and entertainment arrangements may consist of meals, travel or transportation, accommodation, entertainment and recreation in relation to the following circumstances:

- (i) participation in work-related meetings, conferences, seminars and/or business events;
- (ii) gratitude for hosting business events, conferences and/or seminars; and
- (iii) business situations or to all participants and attendees, for example, work-related seminars, meetings, conferences, trade and business events.

As a general principle, the Employees are expected to exercise due care and judgement in receiving or providing gifts according to the policies above and to uphold the highest standards of integrity, avoid conflicts of interest, and comply with applicable rules and regulations, as well as the Company's Code of Ethics and Conduct. The Employees shall not accept or provide gifts, hospitality, and entertainment arrangements to a third party if it is made to influence the third party to obtain or retain business, or in exchange for favours or benefits. In addition, lavish or unreasonable gifts, as well as hospitality and entertainment arrangements, should not be accepted.

All persons subject to this Policy shall observe and refer to our latest available Group's Employee Handbook and corresponding updates from time to time.

## **8. CONFLICT OF INTEREST**

The Employees shall not use their official position, confidential information, assets, and other resources for their personal gain or the advantage of their family and associates.

Should the Employees encounter a conflict-of-interest situation, they are required to disclose the said situation according to the terms of the Employee's Handbook.

## **9. ASSOCIATED THIRD PARTIES**

- (i) The Associated Third Parties are expected to abide by ethical business practices and avoid corrupt practices, including bribery.
- (ii) The Associated Third Parties acting on behalf of the Group must contractually agree to abstain from bribery and corrupt practices.
- (iii) The Associated Third Parties are required to sign a declaration confirming that they have been provided with a copy of the Policy and that they undertake to abide by the provisions of the Policy directly or indirectly applicable to them.
- (iv) Appropriate due diligence assessments shall be conducted on the Associated Third Parties acting on behalf of the Group to ensure that the business and background of the potential Associated Third Parties are free from bribery elements or conflict of interest prior to the procurement process, with the duly completed declaration form submitted to the Group.
- (v) If there are suspicions of bribery and corruption on the part of the Associated Third Parties in their dealings with the Group, the Group reserves the right to seek an alternative for the same goods or services.

## **10. COMMUNICATION AND TRAINING**

The Group will continue to provide specific and regular training in relation to anti-corruption and bribery laws and compliance with this Policy for all new and existing Employees.

This Policy is published on the Company's website at [<https://www.clbgroups.com/>], and awareness is reinforced through emails, newsletters, and the Group's Employee's Handbook.

All Employees are required to sign a declaration that they have read and understood and will abide by the Policy.

The current Employees are required to sign the declaration as soon as practicable. It is envisaged that the declaration may be submitted electronically in the future.

## **11. CONFIDENTIALITY AND PROTECTION**

Any individual who knows of or suspects a violation of this Policy is encouraged to whistle blow or report the concerns through the mechanism set out under the Group's Whistleblowing Policy. The provision, protection and procedures of the Whistleblowing Policy for reporting violations of this Policy are available on the Company's website.

No individual will be discriminated against or suffer any sort or manner of retaliation for raising genuine concerns or reporting in good faith on violations or suspected violations of this Policy. All reports will be treated confidentially.

## **12. MONITORING AND REVIEW**

The Employees and the Associated Third Parties are responsible for the success of this Policy and should ensure adherence to this Policy.

Internal control systems and procedures of the Group will be subject to regular audits to provide assurance that they are effective in countering corruption and bribery.

The Company will conduct regular risk assessments to identify bribery and corruption risks faced by the business, set anti-bribery and corruption objectives, and assess the effectiveness of the existing controls in achieving those objectives.

## **13. RECORDS-KEEPING**

Proper and complete records must be maintained for all payments made to third parties in the usual course of business, as these would serve as evidence that such payments were bona fide and not linked to corruption and/or unethical conduct. All accounts, invoices, documents, and records relating to dealings with the Associated Third Parties are maintained and recorded with accuracy and completeness.

All expense claims relating to gifts or entertainment made to third parties must be submitted in accordance with the Group's reimbursement procedures and/or applicable policy and specifically record the reasons for such expenditure.

All documents, accounts, and records relating to dealings with third parties, such as customers, suppliers, and business contacts, should be prepared and maintained with strict accuracy and completeness. No accounts should be kept "off-book" to facilitate or conceal improper payments.

The Group will also maintain records of the relevant declaration submitted by the Employees and Associated Third Parties to ensure that all persons subject to this Policy comply with the requirements.

**14. COMPLIANCE WITH THE LAW**

The Group will comply with all applicable laws, rules, and regulations of the governments, commissions, and exchanges in jurisdictions within which the Group operates. The Employees are expected to understand and comply with the MACC Act 2009 (including any amendments thereof). The Group reserves the right to report any actions or activities suspected of being criminal in nature to the police or other relevant authorities.

**15. PERIODIC REVIEW**

This Policy will be reviewed periodically by the Board, and in any event, at least once every (3) years to ensure its effectiveness and consistency with the governing legislation and regulatory requirements, or more frequently should there be material changes to the said legislation and regulations or circumstance of the business, if any.

**16. BOARD APPROVAL**

This Policy (Version No. 1) was reviewed and approved by the Board on 29 May 2026. Any amendment(s) to this Policy shall be approved by the Board from time to time, when necessary.

All references to “we”, “us” and “our” are to our Company, or where the context requires in this policy are to the Group taken as a whole.

**Sample – for reference****DECLARATION FORM  
(Employee)**

I, \_\_\_\_\_, declare that I have read and understood the contents of CLB Holdings Berhad's Anti-Bribery and Anti-Corruption Policy ("**Policy**").

I hereby undertake to comply with the provisions and requirements set out in the Policy and any amendments as may be made from time to time during the course of my employment.

I further understand that in the event of non-compliance with the Policy, it may lead to disciplinary action and the Group reserves the right to undertake a review of my appointment with the Group, which may lead to termination and even reporting any instances of bribery and corruption to the relevant authorities.

Declared by,

\_\_\_\_\_  
Name :  
NRIC / Passport No. :  
Designation :  
Department :

**Sample- for reference****DECLARATION FORM  
(ASSOCIATED THIRD PARTY)**

- (i) We are the contractors / vendors / suppliers / agents / consultants / joint-venture partners / intermediaries\* of CLB Holdings Berhad ("**the Company**") and its subsidiaries ("**the Group**").
- (ii) We confirm that we have been provided with a copy of the Company's Anti-Bribery and Anti-Corruption Policy ("**Policy**") and undertake to abide by the provisions of the Policy directly or indirectly applicable to us.
- (iii) We further undertake to promptly inform the Company of any actual or suspected / alleged breach of the Policy involving the Company's Directors or Employees (as defined in the Policy) and cooperate with the Company in any investigation of such a breach.
- (iv) We acknowledge that the provisions as stated in this declaration form shall form part of the terms and conditions of our appointment and / or contract of service, and if we are found to have breached the Policy, the Company has the right to suspend or terminate the contract / agreement and disqualify us from tendering for future contracts.

*\* Please delete where not applicable.*

Declared by,

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Name of Authorised Signatory:

NRIC / Passport No. :

Designation :

Company :

Date :

Company Stamp :

**Sample – for reference**

**GIFT REGISTER FORM**

This form is to be completed in accordance with the Company's Anti-Bribery and Anti-Corruption Policy. All gifts or hospitality accepted, must be declared.

| No. | Date of received | Description of Gift | Name of Giver | Name of Recipient | Value (RM) | Purpose / Occasion | Remark/ Action | Approved by |
|-----|------------------|---------------------|---------------|-------------------|------------|--------------------|----------------|-------------|
| 1.  |                  |                     |               |                   |            |                    |                |             |
| 2.  |                  |                     |               |                   |            |                    |                |             |
| 3.  |                  |                     |               |                   |            |                    |                |             |

I hereby declare that the above information is true and complete to the best of my knowledge, and that the acceptance or offer of the gift/hospitality is in accordance with the Company's Anti-Bribery and Anti-Corruption Policy.

Declared by,

Reviewed / Verified by Head of Department,

\_\_\_\_\_  
 Name :  
 NRIC / Passport No. :  
 Designation :  
 Department :

\_\_\_\_\_  
 Name :  
 NRIC / Passport No. :

## CODE OF ETHICS AND CONDUCT

### 1. INTRODUCTION

This Code of Ethics and Conduct outlines the fundamental principles and standards expected from all Directors and employees of CLB Holdings Berhad (“**the Company**”) and its subsidiaries (collectively known as the “**Group**”) in the performance of their duties. The Group is committed to fostering a culture of ethical conduct, transparency, and accountability.

### 2. PURPOSE

The purpose of this Code of Ethics and Conduct is to:

- a) promote ethical and professional conduct within the Group;
- b) ensure compliance with applicable laws, rules, regulations, and the Constitution of the Group;
- c) uphold integrity, accountability, and good corporate governance practices; and
- d) safeguard the reputation and long-term interests of the Group.

All Directors and employees are expected to be aware of their ethical obligations and uphold and adhere to the standards set out in this Code of Ethics and Conduct.

This Code of Ethics and Conduct provides guidance to ensure that ethical conduct is upheld in the daily work. However, separate guiding regulations may be established by the Board of Directors (“Board”) when more detailed standards of conduct are deemed necessary by the Board or governing body.

### 3. CORE PRINCIPLES

All Directors and employees of the Group must adhere to the following core principles while conducting the business of the Group:-

- (a) Adherence to the Code of Ethics and Conduct

To comply with all applicable laws and regulations, and the provisions set forth in this Code of Ethics and Conduct at all times. This ensures consistency and integrity in the professional behavior.

This Code of Ethics and Conduct should be read in conjunction with and complied with the following policies:

- a. Conflict of Interest Policy; and
- b. Anti-Bribery and Anti-Corruption Policy.

(b) High Standards of Business, Professional, and Ethical Conduct

To maintain the highest standards of business, professional, and ethical conduct, refraining from accepting gifts or other forms of benefits that may reasonably influence their performance or objectivity in their duties.

(c) Ethical Principles

Directors and employees are expected to adhere to the principles of:-

- Selflessness: Placing the interests of the Group and the public above personal interests.
- Integrity: Acting with honesty and fairness in all situations.
- Objectivity: Making decisions based on facts, free from personal bias.
- Accountability: Accepting responsibility for personal actions and decisions.
- Openness: Acting transparently and communicating openly, particularly when transparency is essential for the effective operation of the Group.
- Honesty: Ensuring truthful and complete communication at all times.
- Leadership: Demonstrating ethical leadership by setting a positive example.

Furthermore, all Directors and employees must handle any conflicts of interest in an ethical manner.

(d) Use of Information

All information obtained in the course of engagement and / or employment with the Group shall be deemed to be strictly confidential and shall not be disclosed to any third party. This measure applies to all employees both during and after the service with the Group.

Except with the permission of the Company, Directors and employees are prohibited to make any unauthorised public statement, circulate, divulge or communicate with any customer, member of the public, media or government or statutory bodies on the policies or decision of the Group on any issue, or any other information or details in respect of the Group's business. All information related to the Group's activities must be used solely for the benefit of the Group.

If the employee is required or compelled by law to disclose any information on the Group's business or its customers, the employee shall immediately inform their superiors or Head of Departments or the Board of Directors of the Company and where appropriate, seek proper legal advice on the said matter.

(e) Accountability and Good Faith

Directors and employees must act with accountability, ensuring that their actions are in good faith and serve the best interests of the Group. This includes safeguarding the Group's corporate opportunities, assets, and confidential information.

(f) Protection of Corporate Interests

Directors and employees must protect the Group's legitimate business interests. This includes the safeguarding of corporate opportunities, assets, intellectual property, and confidential information to ensure the Group's ongoing success and competitive advantage.

(g) Transparent Disclosure

All Directors and employees are required to provide full, fair, accurate, timely, and understandable disclosure in any communications relating to the Group's operations, financial matters, or other important areas, as required by law and the Group's policies.

(h) Declaration of Conflicts of Interest

Any Director or employee who has a personal, professional, or business interest, or a potential conflict of interest that could conflict with their responsibilities, must declare such conflicts in writing. Conflicts of interest must be disclosed to appropriate personnel and handled according to the Group's conflict-of-interest policies.

#### 4. ANTI-BRIBERY AND ANTI-CORRUPTION

To observe high standards of business, professional and ethical conduct, Directors (whether acting in their own capacity or on the Group's behalf) are committed to refrain themselves from offering, giving or receiving any gifts and any other form of benefits (such as benefits-in kind, cash advantages and/or favours) from persons or entities who deal with the Group where the gift would reasonably be expected to influence the performance of the Director's duties in any aspect.

Corrupt arrangements with customers, suppliers, government officials or other third parties are strictly prohibited as there could be serious violation of criminal and civil anti-bribery and anti-corruption laws that could potentially attract statutory penalties. Should the Group be made aware of any potential or actual corrupt arrangement or agreement, the Group has the statutory obligations to report to the relevant authority(ies).

Hence, where relevant, this Code of Ethics and Conduct must be read in conjunction with the Group's Anti-Bribery and Anti-Corruption Policy and other relevant prevailing policies and procedures. Where provisions in this Code are in conflict or inconsistent with any applicable laws or the Group's policies, the stricter provisions shall prevail. In case of uncertainty, kindly seek help and clarification before taking action.

#### 5. ANTI-MONEY LAUNDERING

- (a) Directors do not tolerate any form of money laundering activities. Appropriate measures shall be implemented to know who the Company is doing business with to prevent the Company's financial transactions from being used by others to launder money.

- (b) Directors shall be made aware of the applicable anti-money laundering laws and shall seek to ensure they are appropriately and adequately informed of developments in the laws relating to this area.
- (c) Directors are expected to be mindful of the risk of the Company's business being used for money laundering activities and to promptly raise any suspicious transactions to the Company.

## **6. INSIDER TRADING**

- (a) Directors who possess inside information such as sensitive financial information, information concerning dividends, alliances with other companies (e.g. mergers and acquisitions), changes in major suppliers or new products/services or new technologies shall not deal in securities and/or communicate such information to any unauthorised persons, for the benefit of himself or any other connected persons.
- (b) When dealing in securities, a Director shall comply with the relevant laws on trading in securities and observe the processes and procedures as set out in the disclosure requirements of the listing requirements issued by Bursa Malaysia Securities Berhad, as applicable to the Company's listing status from time to time, the Companies Act 2016, Capital Markets and Services Act 2007 and the Company's guidelines.
- (c) All employees of the Group are discouraged from engaging in speculative trading (as opposed to investing) in the Company's listed securities, and are reminded to observe the prohibitions imposed on "insiders" in relation to insider trading under the Capital Markets and Services Act 2007.

## **7. PROTECTION AND PROPER USE OF THE GROUP'S ASSETS AND FINANCIAL RECORDS**

- (a) All employees shall safeguard and make proper and efficient use of the Group's assets and financial records.
- (b) All employees shall use their best efforts and endeavour to protect the Group's assets and financial records from loss, damage, misuse, theft, fraud, embezzlement and destruction. These obligations cover both tangible and intangible assets including trademark, know-how, confidential or proprietary information, and information systems, the Group's physical premises, equipment and facilities.

## **8. WORK ENVIRONMENT**

- (a) Employees are recruited, developed and promoted without regard for race, colour, gender, language, religion, political or other opinion, caste, national or social origin, property, birthplace, union affiliation, sexual orientation, health status, age, disability or other distinguishing characteristics. Negative conduct by an employee or company of employees, bullying or any other form of harassment will not be tolerated.

- (b) The Group is sincere in the commitment to build a work environment where openness, trust and respect are integral parts of the Group's corporate culture. All employees are expected to treat each other with respect and to value each other's differences and the diverse perspectives those differences bring.
- (c) The Group considers harassment and discrimination to be unjust and damaging to the working environment. All employees are expected to obey all existing laws, policies, standards and procedures related to the work environment, and to respect fellow colleagues at the workplace.

## **9. WORKPLACE HEALTH AND SAFETY**

- (a) The Group would do everything possible to ensure the safety of each employee and shall maintain and improve the workplace environment so that everyone can work in a safe and healthy surrounding.
- (b) The Group understands and strives to comply with all applicable laws and regulations related to safety and sanitation such as the Occupational Safety and Health Act, 1994.
- (c) The Group strives to create a secure and conducive work environment that allows the employees to balance their personal lives and work.

## **10. ENVIRONMENT, SOCIAL AND GOVERNANCE**

The Group strives to ensure that its business practices and operations are in compliance with the relevant statutory and regulatory requirements and do not harm the interest and well-being of the environment and society at large.

## **11. VIOLATIONS AND DISCIPLINARY ACTIONS**

It is the responsibility of the Directors and employees to ensure full compliance with all the provisions in this Code and to seek guidance where necessary from the respective Head of Departments or from the Human Resource Department. The Directors must immediately report any concern about possible/actual breaches of the Code by any Director to the Chairman of the Board (or the Senior Independent Director, where applicable) and strictly observe the relevant internal document.

In the event of a violation of this Code of Ethics and Conduct by any Director or employee, the Board will take appropriate action based on an evaluation of all relevant facts and circumstances. Possible actions include:-

- Formal reprimands
- Disciplinary measures
- Termination of employment or directorship, where applicable
- Legal proceedings or criminal sanctions, if warranted

The Board will have the final decision regarding any disciplinary actions to be taken, ensuring that any violations are handled in a fair and consistent manner.

## 12. REVIEW OF THE CODE OF ETHICS AND CONDUCT

The Board will review this Code of Ethics and Conduct from time to time and make any necessary amendments to ensure they remain consistent with the Board's objectives, current law and practices. This Code of Ethics and Conduct will be made available on the Company's website at <https://www.clbgroups.com/>.

*This Code of Ethics and Conduct (Version No. 1) was reviewed and approved by the Board on 29 May 2026.*