ANTI-BRIBERY AND ANTI-CORRUPTION (ABAC) COMMITMENT STATEMENT

Doc. Classification: Public

Date: 11-Nov-2026

At **Innov8tif**, we are committed to conducting our business with the highest standards of integrity, transparency, and accountability. We maintain a strict zero-tolerance policy towards bribery and corruption in all forms, anywhere we operate.

As part of our commitment to ethical business practices and in strict compliance with the Malaysian Anti-Corruption Commission (MACC) Act 2009, including the corporate liability provisions under Section 17A, and we have implemented a comprehensive Anti-Bribery and Anti-Corruption (ABAC) framework.

This commitment is unconditional and applies universally. Our ABAC policy mandates the following:

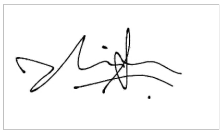
- **Zero Tolerance**: We prohibit the offering, promising, giving, requesting, soliciting or accepting of bribes, kickbacks or other improper gratification, whether directly or indirectly, to influence decisions or obtain an improper business or personal advantage.
- **Universal Application**: Our ABAC Policy applies to all directors, employees and personnel across the Group, as well as business associates, including vendors, suppliers, contractors, consultants and other third parties acting for or on behalf of Innov8tif.
- **Gifts & Entertainment**: All gifts, entertainment, hospitality and sponsorships must be legitimate, appropriate, transparent and consistent with our ABAC Policy, including applicable approval thresholds and declaration requirements. No such benefit may be used to improperly influence a business decision or secure an undue advantage.
- **Mandatory Awareness Briefing & Declaration**: All new and existing personnel must attend annual mandatory refresher and sign declaration form.
- **Adequate Procedures**: We are fully committed to implementing and continuously improving our "Adequate Procedures" guided by the T.R.U.S.T. principles to prevent, detect, and mitigate corruption risks within our operations.
- **Duty to Report**: We encourage everyone to speak up. Any employee or external party who suspects corrupt practices must report it immediately through our secure and confidential whistleblowing channel at **abac.w@innov8tif.com**.

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We guarantee absolute protection against retaliation for anyone who raises a genuine concern in good faith.

Compliance with our ABAC policy is a mandatory condition of employment and partnership with Innov8tif. Any violation will result in severe disciplinary action, up to and including termination of employment or contract, and referral to the relevant regulatory authorities.

Signature: 	Name: George Lee Designation: Chief Executive Officer