# Integrity Pledge

Abridged Version



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# 1 Our Commitment to Integrity

This is an abridged version of the Employee Handbook and the Code of Ethics that binds people from Top Management and all the way down to all employees of the Company.

We acknowledge our commitment to lead by example and the need to have the necessary safeguards, integrity frameworks, and code of ethics to ensure the highest standards of integrity, transparence and good governance in all aspects of our dealings with our stakeholders.

EMCAR LIMITED (hereinafter referred to as the "Company") takes a zero-tolerance approach to bribery, corruption and money laundering and is committed to acting professionally, fairly and with integrity in all its business dealings and relationships.

EMCAR LIMITED has put in place a Whistleblowing procedure that enables employees and stakeholders to report suspected wrongdoings — such as fraud, corruption, unethical conduct, or regulatory breaches — confidentially and without fear of retaliation. It typically outlines reporting channels, investigation procedures, protections for whistleblowers, and responsibilities of the Company.

The Company recognises that in business, as in every other arena, ethical behaviour does not just happen. It needs to be cultivated and repeatedly re-affirmed throughout the Company.

It is the goal of the Company to avoid acts which might reflect adversely upon the integrity and reputation of the Company.

# 2 Our Vision

- **Improving Lifestyles Since 1898**: Driving innovation and progressive change to remain Mauritius's ultimate choice for motor and equipment solutions.
- **Continuous Business Expansion**: Constantly seeking new commercial opportunities to grow and achieve long-term market successes.
- **Sustained After-Sales Support**: Transitioning past standard retail by providing lifetime expert guidance, workshop maintenance and genuine spare parts.

# 3 Our Mission

- **Enhancing Quality of Life**: Delivering reliable equipment across mobility, marine, energy, and sports sectors to make daily life better.
- **Environmental Responsibility**: Ensuring a positive contribution to the planet by actively striving to reduce environmental impacts.
- **Employee Pride**: Creating a supportive corporate ecosystem where people are genuinely proud to build their careers.

# 4 Our Core Values

The Company's Core Values Statement are the 4 "C":

**Customer First**
We go the extra mile to create a seamless and rewarding experience.
**Continuous Improvement**
We are always striving to move forward, refine our processes, and enhance our services.
**Commitment**
We uphold integrity, respect, and accountability in everything we do.
**Collaboration**
We work as a team to achieve shared goals and deliver the best outcomes.

# 5 Our Business Integrity Principles

Our motto for business integrity is:

- Trust
- Honesty
- Quality
- Follow-through
- Value Creation
- Good Judgment
- Respect



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# 6 The Board's Integrity Pledge

We, the Board of Directors, therefore, pledge that:

- We shall promote ethical business practices and foster culture of honesty and integrity
- We are committed to fair and responsible business and prohibit all forms of bribery, corruption and money laundering, as well as any business conduct that could create the appearance of improper conduct.
- We shall commit to good governance based on transparency, accountability and fairness.
- We shall adhere to relevant laws, rules and good business practices in the conduct of business;
- We adopted a Code of Ethics and Professional Conduct for all our employees and outsourced functions to create quality and value creation for all. We undertake to monitor the proper adherence to the Code.
- We shall continue to train and sensitise our employees to the notion of good judgement, respect, trust and honesty;
- We provide grievances, redressal and whistle blowing mechanisms for the reporting of grievances and fraudulent activities;
- We shall abide by Health & Safety Requirements and procedures in accordance with the Law.

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| **Entity** | EMCAR LIMITED | |
| **Initial Approval by the Board of Directors on** | August 14th, 2026 | |
| **Updated on** | Date<br>November 27th, 2026 | Board Approval<br>Dated: |



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