

**SKYE RENEWABLES GROUP OF COMPANIES
CONFLICT OF INTEREST POLICY**

1. Purpose

The purpose of this Conflict of Interest Policy (“COI Policy” or “Policy”) is to ensure that all directors and Employees of Skye Renewables Energy Pte. Ltd. (“SRE”) and its subsidiaries (collectively “Skye” or “Group”, each a “Skye Entity”) act in the best interests of Skye and do not engage in personal activities or interests that could conflict with their professional duties and responsibilities.

This Policy is crucial for maintaining transparency and integrity in business decisions. It should be read in conjunction with other Skye’s policies and procedures, in particular the Code of Conduct for Employees, the Anti-Corruption and Anti-Bribery Policy and the Whistleblowing Policy and any such other HR policies that may be issued from time to time.

2. Scope

This Policy applies to all directors and employees of the Group, including full-time and part-time employees, employees under secondment/assignment, contract service providers and workers, and interns (“Employees”).

3. What is a Conflict of Interest?

3.1 A conflict of interest occurs when a director or an Employee's personal interests could improperly influence their professional actions or decisions. Examples include, but are not limited to the following situations:

- (a) A director or an Employee or its close family member (including children, spouse, partner, in-laws) having a financial interest or dealings in a third party’s business (such as customer, supplier, business partner) that transact with Skye, or competing with the business of Skye.
- (b) Accepting gifts (beyond the acceptable criteria as set out in Gifts & Hospitality Policy), payments, or services from those seeking to do business with Skye.
- (c) Engaging in outside employment or activities that interfere with the Employee's ability to perform their job duties.
- (d) Using organizational resources for personal gain.

3.2 Types of conflict of interest:

- (a) an actual conflict of interest that exists at the present time.
- (b) a potential conflict of interest is one that is foreseeable to exist in near future.
- (c) a conflict of interest can exist even if a director or an Employee is convinced that his/her decisions will not be affected by such personal interests, but it could lead to a perception of conflict of interest by third parties or the public (“perceived conflict of interest”).

3.3 Reference to conflict of interest in this Policy covers actual, potential and perceived conflict of interest.

4. Requirements on Employees

As an Employee, you are required to:

- (a) make business decisions in the best interests of Skye and not on the basis of personal interest;
- (b) anticipate and take actions to avoid situations which may give rise to a potential or an appearance of a conflict of interest;
- (c) refrain from participating in any form in the related business decisions or dealings in which you may have a conflict of interest;
- (d) disclose and report any actual, potential or perceived conflict of interest in accordance with this Policy;
- (e) consult Human Resources Manager or the CEO if you are unsure if you are having or facing a conflict of interest situation.

5. Disclosure & Management of Conflict of Interest

5.1 All actual, potential and perceived conflict of interest shall be disclosed and reported in accordance with Clauses 5.2 or 5.3 below.

5.2 Disclosure by directors of Skye

In the case of a director of a Skye Entity, he/she must disclose such conflict of interest in accordance with the applicable laws governing the relevant Skye Entity, by first disclosing to the company secretary of the relevant Skye Entity through Corporate Governance Manager. The director concerned must also abstain from voting on any director's resolution relating to a matter in which he/she may have an interest or where there may be a potential conflict of interest.

5.3 Disclosure by other Employees (Non-directors)

Employees must disclose in writing any conflicts of interest to the Human Resources Manager or the CEO as soon as they become aware of them. Disclosure should provide sufficient details to determine the nature and extent of the conflict.

5.4 Review, Management and Resolution

Upon disclosure, Human Resources Manager shall review the reported conflict of interest.

If a conflict is determined to exist, the Human Resources Manager shall recommend the appropriate measures to be taken to mitigate or eliminate the conflict. This may include:

- requiring the Employee to abstain from decision-making process.
- reassigning his/her job duties.
- requiring the Employee to divest the conflicting interest.
- terminating the business relationship that causes the conflict.

6. Confidentiality

All disclosures and discussions regarding conflicts of interest will be treated confidentially to the extent possible and will be shared only with individuals who need to know in order to address or manage the conflict.

7. Reporting & Monitoring

Human Resources Manager shall record, maintain and update all reported COI by Employees in the Conflict of Interest Register, to ensure that all potential COIs are disclosed, assessed, and managed appropriately.

8. Violations

Failure to disclose a conflict of interest and non-compliance with this Policy may result in disciplinary action, including termination of employment.

Therefore, it is important for Employees to familiarize themselves with the requirements as set out in this Policy and adhere to them in the course of work performance.

9. Employee Acknowledgement

All Employees are required to provide written acknowledgement that they have read, understood and agreed to comply with this Policy.

10. Review and Update

The Human Resources Manager shall regularly review and update this Policy to ensure its effectiveness, compliance with the relevant laws and regulations and alignment with other Group's policies.

11. Contact for Further Information

If you have any questions or require any clarifications with regards to this Policy, please do not hesitate to contact your direct supervisor, Human Resources Manager, or the CEO.