

SKYE RENEWABLES GROUP OF COMPANIES

CODE OF CONDUCT FOR EMPLOYEES

1. Introduction

At Skye, we strive to be a respected and responsible corporate citizen. Therefore, how we conduct business is as important as what business we conduct. As an Employee, your action has an impact on the reputation of Skye. This Code of Conduct (or “Code”) sets the expectations on how we operate, how we work with each other within the organization, and how we engage with other third-party business partners that we deal with, such as customers, contractors, suppliers, representatives, advisors and consultants (“Business Partners”).

This Code applies to all employees of Skye Renewables Energy Pte. Ltd. and its subsidiaries (“Skye” or “Group”) including full-time and part-time employees, employees under secondment/assignment, temporary or contract service providers and workers, interns (“Employees”).

This Code should be read in conjunction with the terms and conditions of your employment contract, as well as all other policies and procedures (including Employee Handbook) as may be released by Skye from time to time.

2. Responsibilities

As an Employee, we expect you to:

- (a) read and familiarize yourself with the Code.
- (b) demonstrate behavior that is consistent with the Core Values stated in the Code.
- (c) comply with the requirements specified in our Code and the policies and procedures mentioned in the Code.
- (d) raise concerns and speak up if you become aware of any potential violations of laws and regulations, our Code or any of our policies and procedures.

If you are a leader supervising other staff or a team, we expect the following additional responsibilities from you:

- (e) be a role model for the positive behaviors that are consistent with our Core Values and exhibit compliance with our Code, policies and procedures.
- (f) support the staff or team by creating a culture and environment that is respectful and inclusive.
- (g) empower the staff or team to speak up and raise concerns.
- (h) be available to listen when concerns are raised.

3. Our Core Values

At Skye, our shared core values below underpin all the work that we do and serve as a point of reference for how we behave and operate as we drive towards our purpose of playing a key role in the energy transition across Southeast Asia.

Integrity

- We conduct ourselves in an honest and transparent manner and in accordance with the highest ethical standards.

Respect

- We treat all our stakeholders, both internal and external, with professionalism and dignity.
- We encourage diversity and inclusion.

Accountability

- Employees are empowered to make decisions and stand behind their actions.
- We are accountable for our own actions and hold others accountable for their actions and behaviors at work that are consistent with our Code.

Excellence

- We strive for excellent performance, quality, and continuous improvement.
- We are committed to delivering quality outcomes throughout our operations and to our Business Partners.
- We create a culture and an environment where our people can grow and excel.
- We have a mindset to constantly improve and obtain the best possible results.

Sustainability

- We care about the world we live in and aim to positively contribute to the environment and society. We strive to minimize our ecological footprint while fostering social well-being of the community we serve.

4. Compliance with Law and Regulations

Skye and its Employees must comply with all applicable local, national or international laws, regulations, and industry standards, relevant to its business operations and in the jurisdiction in which it operates.

5. Zero Tolerance towards Bribery and Corruption

Skye has a zero-tolerance approach towards bribery, corruption and fraud. Employees must familiarize themselves with and adhere to the requirements stipulated in the **Anti-Bribery and Anti-Corruption Policy**, relevant procedures and guidelines.

6. Workplace Conduct and Behavior**Professionalism**

- Employees are to maintain a professional demeanor, including appropriate dress code, punctuality, and effective communication while at work.

Non-Discrimination and Equal Opportunity

- Every Employee at Skye is to be treated with fairness, respect and dignity.
- Skye aims to provide a workplace free from discrimination based on nationality, race, gender, age, marital status, religion, and disability. For all human resources decisions such as hiring, performance assessment, job assignments, we objectively evaluate based on the individual's capabilities, contribution and merit.

Anti-Harassment

- Any form of harassment or bullying, including sexual harassment is prohibited and Employees should report such incident to your direct supervisor, Human Resources Manager or CEO for addressing such behavior.

Speak Up Culture

- We continuously work towards building a culture of trust and honesty by encouraging Employees to speak up when you have an idea, suggestion or feedback for improvement, regardless of your level and designation. We encourage you to ask when you do not know something.

7. Conflict of Interest

Every Employee shall at all times act in the best interest of Skye in the course of his/her work performance. He / She shall avoid situations whereby personal interest conflicts with professional duties or interfere with business decisions.

Adherence to the requirements of **Conflict of Interest Policy** is compulsory to ensure that we act ethically and we treat all of our Business Partners as well as competitors, fairly and transparently.

8. Confidentiality

All information or knowledge obtained by Employees in the course of employment with Skye shall belong to Skye and shall be treated by Employees in strictest confidence.

Employees shall exercise due care and diligence in protecting sensitive information or information of a confidential nature relating to Skye or any third party to which Skye is under confidentiality/non-disclosure obligations.

9. Use of Company Assets & Data Protection

Employees are required to use company assets (such as laptops, mobile phones) responsibly to protect it from damage and only for legitimate business purposes.

Employees are to adhere to any cybersecurity/information technology policies or guidelines governing the proper use of technology, protection of company data and systems from unauthorized access and breaches.

10. Health and Safety

Skye aims to create a workplace that prioritizes the well-being of all individuals and promotes a culture of safety and health.

To achieve this, all Employees are expected to adhere to **Health and Safety Policy** together with its relevant guidelines and procedures, attend relevant trainings as arranged by HSE Manager and report any unsafe conditions or practices to HSE Manager.

11. Social Responsibility and Sustainability

As a renewable energy provider, we are committed to advancing sustainable energy solutions that respect and protect the environment and the communities. Employees are required to adhere to **Environment and Social Policy** and its related procedures and guidelines.

12. Consequences of Violation

Skye takes any act of violation of this Code very seriously. In case of serious misconduct or non-compliance, it may result in disciplinary action including termination of employment/dismissal, or legal action.

13. Reporting and Whistleblowing

An Employee may choose to report incident of violation/potential violation of this Code to Human Resources Manager, Business Integrity Officer or the CEO or through the anonymous whistleblowing channel at [Skye – Whistleblowing Form](#). Employees may wish to refer to **Whistleblowing Policy** for the procedure in making a whistleblowing report.

Skye will ensure that all such reports are handled confidentially to protect the privacy of parties involved and protect Employees who report misconduct in good faith from retaliation or facing any adverse consequences.

14. Review, Update, Communication and Training

This Code is subject to review and update from time to time to ensure it stays relevant with applicable laws and regulations as well as business objectives and policies of Skye. We will ensure that any changes will be communicated to Employees promptly.

The responsible personnel or department may conduct briefing or training sessions and Employees are encouraged to participate in such forum to ensure that you stay up to date with any changes and avoid any potential violation to the Code.

15. Employee Acknowledgment

It is important for Employees to familiarize themselves with the requirements as set out in this Code and the associated policies and procedures referred therein and adhere to them in their daily work activities.

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

16. Contact for Further Information

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