

## **CODE OF CONDUCT AND BUSINESS ETHICS**

### **1.0 INTRODUCTION**

1.1 Dynamic Navigation Sdn Bhd (“Dynamic”) is committed to conducting business with the highest standards of ethics, integrity, and professionalism. This Code of Conduct and Business Ethics outlines the principles and guidelines that all employees, officers, directors and stakeholders are expected to adhere to in their professional conduct and interactions.

### **2.0 COMPLIANCE WITH LAWS AND REGULATIONS**

2.1. All individuals associated with Dynamic must comply with applicable laws and regulations in every jurisdiction where we operate.

### **3.0 ETHICAL CONDUCT**

3.1. Integrity, honesty, and fairness are fundamental to our business. Employees are expected to act ethically in all dealings, avoiding conflicts of interest and refraining from engaging in any form of bribery, corruption, or unethical practices.

### **4.0 RESPECT AND FAIR TREATMENT**

4.1. We foster an inclusive and respectful work environment where everyone is treated fairly and with dignity. Discrimination, harassment, or any form of unfair treatment will not be tolerated.

### **5.0 CONFIDENTIALITY**

5.1. Information entrusted to Dynamic, whether by clients, partners, or fellow employees, must be treated with the utmost confidentiality. Unauthorized disclosure or use of confidential information is strictly prohibited.

### **6.0 CONFLICT OF INTEREST**

6.1. Employees must avoid situations where their personal interest conflict with those of Dynamic. Any actual or potential conflicts of interest must be disclosed promptly to the appropriate parties.

## 7.0 PROTECTION OF COMPANY ASSETS

7.1. All employees are responsible for safeguarding the Company's assets, including intellectual property, physical property, and proprietary information.

## 8.0 ENVIRONMENTAL RESPONSIBILITY

8.1. Dynamic is committed to environmentally responsible business practices. We strive to minimize our environmental impact and promote sustainability in our operations.

## 9.0 HEALTH AND SAFETY

9.1. The health and safety of our employees are paramount. Dynamic is dedicated to providing a safe and healthy work environment, complying with all relevant health and safety regulations.

## 10.0 REPORTING VIOLATIONS

10.1. All employees are encouraged to report any violations of this Code of Conduct and Business Ethics promptly. The Company will not tolerate any form of retaliation against individuals who make good-faith reports.

## 11.0 SOCIAL RESPONSIBILITY

11.1. We are committed to contributing positively to the communities in which we operate. Dynamic encourages employees to participate in social responsibility initiatives and volunteer programs.

## 12.0 CONTINUOUS IMPROVEMENT

12.1. The Company is dedicated to continuous improvement in all aspects of its business. Employees are encouraged to seek ways to enhance efficiency, quality, and ethical practices.

## 13.0 TRAINING AND AWARENESS

13.1. Dynamic will provide regular training and awareness programs to ensure that all employees understand and adhere to the principles outlined in this Code of Conduct and Business Ethics.