

ANTI-CORRUPTION AND BRIBERY POLICY

1. Policy Statement

It is our policy to conduct all our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery and corruption.

We will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. However, for UK entities we remain bound by UK laws, including the UK Bribery Act 2010, and the US Foreign Corrupt Practices Act (FCPA), in respect of our conduct both at home and abroad.

2. About This Policy

The purpose of this policy is to:

- set out our responsibilities, and of those working for us, in observing and upholding our position on bribery and corruption; and
- provide information and guidance to those working for us on how to recognise and deal with bribery and corruption issues.

It is a criminal offence to offer, promise, give, request, or accept a bribe. Individuals found guilty can be punished by up to ten years' imprisonment and/or a fine. As an employer, if we fail to prevent bribery, we can face an unlimited fine, exclusion from tendering for public contracts, and damage to our reputation. We therefore take our legal responsibilities very seriously.

In this policy, third party means any individual or organisation an employee meets during their work for the company and includes actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisers, and government and public bodies, including their advisors, representatives and officials, politicians, and political parties.

This policy does not form part of any employee's contract of employment, and we may amend it at any time.

3. Who Must Comply With This Policy

This policy applies to all persons working for us or any Group Company or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners, sponsors, or any other person associated with us, wherever located.

4. Who Is Responsible For The Policy?

The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The CEO with support and in conjunction with the CFO has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are

effective in countering bribery and corruption.

Management at all levels is responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it.

The employees are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions, and queries should be addressed to the compliance manager (CFO).

5. What Are Bribery and Corruption?

Bribery is offering, promising, giving, or accepting any financial or other advantage, to induce the recipient or any other person to act improperly in the performance of their functions, or to reward them for acting improperly, or where the recipient would act improperly by accepting the advantage.

An advantage includes money, gifts, loans, fees, hospitality, services, discounts, the award of a contract or anything else of value.

A person acts improperly where they act illegally, unethically, or contrary to an expectation of good faith or impartiality, or where they abuse a position of trust. The improper acts may be in relation to any business or professional activities, public functions, acts in the course of employment, or other activities by or on behalf of any organisation of any kind.

Corruption is the abuse of entrusted power or position for private gain.

Examples:

Offering a bribe: An employee offers a potential client a ticket to a major sporting event, but only if they agree to do business with the company. This would be an offence as the offer is made to gain a commercial and contractual advantage. The company may also be found to have committed an offence because the offer has been made to obtain business for us. It may also be an offence for the potential client to accept the employee's offer.

Receiving a bribe: A supplier gives an employee's relative a job but makes it clear that in return they expect them to use their influence in the company to ensure business is continued to be done. It is an offence for a supplier to make such an offer. It would be an offence for the employee to accept the offer as they would be doing so to gain a personal advantage.

Bribing a foreign official: An employee arranges for the business to pay an additional "facilitation" payment to a foreign official to speed up an administrative process, such as clearing our goods through customs.

The offence of bribing a foreign public official is committed as soon as the offer is made. This is because it is made to gain a business advantage for the company. The company may also be found to have committed an offence.

6. What Is Not To Be Done

It is not acceptable for an employee (or someone on the employee's behalf) to:

- give, promise to give, or offer, a payment, gift or hospitality with the expectation or hope that a business advantage will be received, or to reward a business advantage already given;
- give or accept a gift or hospitality during any commercial negotiations or tender

process, if this could be perceived as intended or likely to influence the outcome;

- accept a payment, gift, or hospitality from a third party that an employee knows, or suspects is offered with the expectation that the company will provide a business advantage for them or anyone else in return;
- accept hospitality from a third party that is unduly lavish or extravagant under the circumstances.
- offer or accept a gift to or from government officials or representatives, politicians or political parties, without the prior approval of a manager;
- threaten or retaliate against another individual who has refused to commit a bribery offence or who has raised concerns under this policy; or
- engage in any other activity that might lead to a breach of this policy.

7. Facilitation Payments and Kickbacks

We do not make, and will not accept, facilitation payments or “kickbacks” of any kind.

Facilitation payments, also known as “back-handers” or “grease payments”, are typically small, unofficial payments made to secure or expedite a routine or necessary action (for example by a government official

Kickbacks are typically payments made in return for a business favour or advantage.

All employees must avoid any activity that might lead to a facilitation payment or kickback being made or accepted by the company or on the company’s behalf, or that might suggest that such a payment will be made or accepted. If an employee is asked to make a payment on the company’s behalf, they should always be mindful of what the payment is for and whether the amount requested is proportionate to the goods or services provided. All employees should always ask for a receipt which details the reason for the payment. If an employee has any suspicions, concerns, or queries regarding a payment, they should raise these with the compliance manager or the CFO.

8. Gifts, Hospitality and Expenses

This policy allows reasonable and appropriate hospitality or entertainment given to or received from third parties for the purposes of:

- establishing or maintaining good business relationships;
- improving or maintaining our image or reputation; or
- marketing or presenting our products and/or services effectively.

The giving and accepting of gifts are allowed if the following requirements are met:

- it is not made with the intention of influencing a third party to obtain or retain business or a business advantage, or to reward the provision or retention of business or a business advantage, or in explicit or implicit exchange for favours or benefits;
- it is given in our name, not in an employee’s name;
- it does not include cash or a cash equivalent (such as gift certificates or vouchers);
- it is appropriate in the circumstances, taking account of the reason for the gift, its

timing and value. For example, it is customary for small gifts to be given at Christmas;

- it is given openly, not secretly; and
- it complies with any applicable local law.

Promotional gifts of low value such as branded stationery to or from existing customers, suppliers and business partners will usually be acceptable.

Reimbursing a third party's expenses or accepting an offer to reimburse our expenses (for example, the costs of attending a business meeting) would not usually amount to bribery. However, a payment of more than genuine and reasonable business expenses (such as the cost of an extended hotel stay) is not acceptable.

We appreciate that practice varies between countries and regions and what may be normal and acceptable in one region may not be in another. The test to be applied is whether in all the circumstances the gift, hospitality or payment is reasonable and justifiable. The intention behind it should always be considered.

9. Risk Assessment

By implementing risk assessment procedures, the Company is able to accurately identify and rank the risks of bribery and corruption. When conducting a risk assessment, the following factors will be considered:

- Country risk: countries with high levels of perceived corruption or lack of anti-bribery legislation.
- Business opportunity risk: risks that might arise in high-value projects or with projects involving many contractors or intermediaries; or with projects which are not apparently undertaken at market prices, or which do not seem to have a clear legitimate objective.
- Business partnership risk: the use of intermediaries in transactions with foreign public officials; consortia or joint venture partners; and relationships with politically exposed persons where the proposed business relationship involves, or is linked to, a prominent public official.
- Deficiencies in employee training, skills and knowledge.
- Bonus culture that rewards excessive risk training.

10. Due Diligence and Risks

The following factors should be carefully considered in any and all transactions, dealings with officials, and other business matters concerning third parties:

- Territorial risks, particularly the prevalence of bribery and corruption in a particular country,
- Cross-border payments, particularly those involving countries with high levels of perceived corruption or lack of anti-bribery legislation,
- Requests for cash payment, payment through intermediaries or other unusual methods of payment,
- Activities requiring the Company and/or any associated party to obtain permits or

other forms of official authorisation.

11. Donations

We do not make contributions to political parties.

We only make charitable donations that are legal and ethical under local laws and practices. No donation must be offered or made without the prior approval of the CFO.

12. Record-keeping

We must keep financial records and have appropriate internal controls in place which will evidence the business reason for making payments to third parties.

The employees must declare and keep a written record of all hospitality or gifts given or received, which will be subject to managerial review.

The employees must submit all expense claims relating to hospitality, gifts, or payments to third parties in accordance with our expenses policy and record the reason for expenditure.

All accounts, invoices, and other records relating to dealings with third parties including suppliers and customers should be prepared with strict accuracy and completeness. Accounts must not be kept “off-book” to facilitate or conceal improper payments.

13. Employees’ Responsibilities

The employees must ensure that they read, understand, and comply with this policy.

The prevention, detection and reporting of bribery and other forms of corruption are the responsibility of all those working for the company or under our control. All employees are required to avoid any activity that might lead to, or suggest, a breach of this policy.

The employees must notify their manager as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future. For example, if a client or potential client offers them something to gain a business advantage with the company or indicates to an employee that a gift or payment is required to secure their business. Further “red flags” that may indicate bribery or corruption are set out in Schedule 18.

14. How to Raise a Concern

The employees are encouraged to raise concerns about any issue or suspicion of bribery or corruption at the earliest possible stage.

If an employee is offered a bribe or is asked to make one, or if they believe or suspect that any bribery, corruption, or other breach of this policy has occurred or may occur, they must notify a manager or the CFO as soon as possible.

If an employee is unsure about whether a particular act constitutes bribery or corruption, it should be raised with a manager or the CFO.

15. Protection

Individuals who refuse to accept or offer a bribe, or who raise concerns or report another’s wrongdoing, are sometimes worried about possible repercussions. We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

We are committed to ensuring no one suffers any detrimental treatment because of refusing to take part in bribery or corruption, or because of reporting in good faith their suspicion that an actual or potential bribery or other corruption offence has taken place or may take place in the future. Detrimental treatment includes dismissal, disciplinary action, threats, or other unfavourable treatment connected with raising a concern. If an employee believes that they have suffered any such treatment, they should inform the CFO immediately. If the matter is not remedied, the employee should raise it formally using the company's Grievance and Whistleblowing Procedures.

16. Training and Communication

Training on this policy forms part of the induction process for all individuals who work for us, and regular training will be provided, as necessary.

Our zero-tolerance approach to bribery and corruption must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and as appropriate thereafter.

17. Breaches of This Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

18. Potential Risk Scenarios: "Red Flags"

The following is a list of possible red flags that may arise, and which may raise concerns under various anti-bribery and anti-corruption laws. The list is not intended to be exhaustive and is for illustrative purposes only.

If an employee encounters any of these red flags while working for the company, they must report them promptly to their manager:

- an employee becomes aware that a third party engages in, or has been accused of engaging in, improper business practices;
- an employee learns that a third party has a reputation for paying bribes, or requiring that bribes are paid to them, or has a reputation for having a "special relationship" with foreign government officials;
- a third party insists on receiving a commission or fee payment before committing to sign up to a contract with the company, or carrying out a government function or process for us;
- a third party requests payment in cash and/or refuses to sign a formal commission or fee agreement, or to provide an invoice or receipt for a payment made;
- a third-party request that payment is made to a country or geographic location different from where the third party resides or conducts business;
- a third party requests an unexpected additional fee or commission to "facilitate" a service;
- a third party demands lavish entertainment or gifts before commencing or continuing

contractual negotiations or provision of services;




- a third-party request that a payment is made to “overlook” potential legal violations;
- a third-party request that an employee provides employment or some other advantage to a friend or relative;
- an employee receives an invoice from a third party that appears to be non-standard or customised;
- a third party insists on the use of side letters or refuses to put terms agreed in writing;
- an employee notices that the company has been invoiced for a commission or fee payment that appears large given the service stated to have been provided;
- a third party requests or requires the use of an agent, intermediary, consultant, distributor, or supplier that is not typically used by or known to the company;
- an employee is offered an unusually generous gift or offered lavish hospitality by a third party.

19. Policy Adoption by the Board of Directors

The Board of Directors of SK AeroSafety Group formally adopts this Anti-corruption and bribery policy.

The policy will be reviewed annually or as required by changes in operations or regulations.

Below is a table for the Board of Directors to signify their formal adoption of this policy, along with the dates of adoption and scheduled reviews:

Director's Name	Signature	Date of Adoption	Date of Next Scheduled Review
Ben Te-Beek		16 th OCT 2024	October 2025
Chris Wright		19-10-24	October 2025
Robert Sims		24 th SEPT 2024	October 2025
Thomas McLaughlin	<i>Thomas McLaughlin</i>	10/20/2024	October 2025
Malachy McEnroe		17 Oct 2024	October 2025
Kaja Wilmanska		21 Oct 2024	October 2025

Note: This table is to be filled out and signed by each member of the Board of Directors of SK AeroSafety Group.