

MATRIX ENERGY GROUP ANTI-BRIBERY AND ANTI-CORRUPTION POLICY STATEMENT

Matrix Energy Group ("the Group"), comprising Matrix Energy Limited and its subsidiaries and controlled entities ("Group Companies"), is committed to conducting its business with integrity, transparency, accountability and in accordance with the highest standards of ethical conduct.

The Group adopts a zero-tolerance approach to bribery, corruption, fraud, facilitation payments and all forms of unethical conduct that may compromise the integrity of its business, improperly influence business decisions or undermine stakeholder confidence.

This Policy Statement applies to all Group Companies and is binding on all directors, officers, employees and persons acting for or on behalf of any Group Company, including consultants, contractors, suppliers, agents, intermediaries, joint venture representatives and other business partners, where applicable.

To uphold this commitment, the Group shall:

- conduct its business in compliance with all applicable anti-bribery, anti-corruption, anti-money laundering and financial crime laws and regulations in the jurisdictions in which it operates;
- maintain effective governance, internal controls and risk management processes designed to prevent, detect and respond to bribery and corruption risks;
- conduct business relationships fairly, transparently and ethically;
- promote a culture of integrity through appropriate policies, awareness, training and accountability;
- encourage the prompt reporting of suspected misconduct without fear of retaliation; and
- investigate suspected breaches and take appropriate corrective, disciplinary or legal action where misconduct is established.

This Policy Statement forms part of the Matrix Energy Group Ethics and Compliance Framework and shall be read together with the Group's Code of Business Conduct and Ethics, Anti-Bribery and Anti-Corruption Policy, Gifts and Hospitality Standard, Conflict of Interest Policy, Whistleblowing Policy and other related governance documents.

Compliance with this Policy Statement is mandatory across all Group Companies.

Segun Adejoro
For and on behalf of the Group Chief Executive Officer
Matrix Energy Group