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### LAUSGROUP ETHICS STATEMENT

We, at the LausGroup, thrive in upholding the highest standards of conduct and ethical behavior and firmly commit ourselves to:

- L** - Live up to the expectations of our customers by always striving for excellence and by being passionate about customer care;
- A** - Abide by the LausGroup policies and procedures, and comply with applicable laws and regulations at all times;
- U** - Uphold the values of honesty, integrity, accountability, and fairness in our dealings with customers, suppliers, business partners, shareholders, and the community;
- S** - Seek and nurture mutually beneficial relationships and create goodwill always with all our business partners, striving at all times to enhance the reputation of the LausGroup;
- G** - Give support to community building activities and act as responsible and responsive corporate citizens;
- R** - Reject acts of dishonesty and all forms of fraudulent behavior, and avoid conflict or the appearance of conflict between our personal interest and that of the LausGroup;
- O** - Observe proper care and use of company resources, safeguard confidential information, and respect privacy rights;
- U** - Uplift fellow employees by fostering a culture based on trust, merit, mutual respect and teamwork, and by keeping a safe and healthy corporate environment; and
- P** - Pursue growth and profitability objectives for the benefit of the organization, the employees, and all other stakeholders of the LausGroup.