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# TRIDES SDN BHD — Environmental, Social & Governance (ESG) Statement

#### 1. Introduction

At TRIDES, we believe technology should advance human progress responsibly. As a software and consultancy company, our commitment to Environmental, Social, and Governance (ESG) principles guides how we operate, innovate, and collaborate with clients, partners, and communities.

We recognize that sustainability in the digital era is not limited to reducing carbon footprint, it also involves creating equitable opportunities, fostering responsible innovation, and upholding transparency across all business engagements.

## 2. ESG Commitment Overview

Our ESG strategy is anchored on three guiding pillars:

- Environmental: advancing energy efficiency and sustainable technology adoption.
- Social: fostering an inclusive, flexible, and safe workplace for all.
- Governance: ensuring integrity, transparency, and accountability in every engagement.

Through these pillars, TRIDES aims to create long-term value for our stakeholders, while contributing to a sustainable and digital future.

## 3. Environmental Responsibility

As an IT service provider, our environmental impact is primarily through energy consumption in office operations, data center usage, and hardware lifecycle. To minimize our footprint, TRIDES is committed to:

- Energy Efficiency: Partnering with data center providers and hardware vendors that deliver high-efficiency, low-emission technology.
- Sustainable Solutions: Promoting as-a-Service (aaS) delivery models that optimize resources and reduce energy waste.
- Digital-first Approach: Encouraging remote collaboration and digital documentation to minimize travel and paper use.
- Green Procurement: Prioritizing environmentally certified products and vendors within our supply chain.

We continuously monitor and review our practices to ensure alignment with global sustainability standards.

## 4. Social Responsibility

Our people are at the center of TRIDES. We strive to create an environment where innovation thrives through inclusion, well-being, and collaboration.

Our social commitments include:

- Inclusive Workplace: Embracing diversity in gender, background, and thought to promote a culture of equality and creativity.
- Flexible Work Culture: Offering hybrid and flexible working arrangements that support worklife balance and productivity.
- Employee Well-being: Providing health insurance, gym access, and wellness activities to promote physical and mental health.
- Ethical Workplace: Upholding a zero-tolerance policy toward discrimination, harassment, and unfair treatment.
- Continuous Learning: Investing in technical and professional training to nurture skill growth and innovation.

We believe that empowered employees lead to empowered clients.

### **5. Governance and Ethical Conduct**

Governance is at the heart of our identity as a trusted technology advisor. TRIDES upholds the highest standards of integrity, compliance, and digital governance through:

- Corporate Integrity: Implementation of Anti-Bribery and Anti-Corruption (ABAC) policies in full compliance with the Malaysian MACC Act.
- Transparency: Ensuring all business decisions are documented, traceable, and aligned with corporate ethics.

- Responsible Digitalization: Leveraging automation and Artificial Intelligence (AI) responsibly to improve efficiency and governance visibility.
- Data Security: Maintaining strict adherence to data protection regulations (PDPA, GDPR where applicable).
- Accountability: Requiring all employees to declare conflicts of interest and complete annual compliance awareness training.

Our governance practices are reviewed periodically to ensure continuous improvement and compliance.

#### 6. ESG in Practice

We continuously translate our ESG principles into measurable actions, including:

- Energy & Equipment Efficiency Upgrading to energy-saving systems and cloud-based infrastructure to lower energy footprint and reduce costs.
- Healthy Workplace Promotion of low-sugar beverages, gym/swimming access, and corporate health coverage to improve employee wellness.
- Work-Life Balance Flexible hours, virtual collaboration, and "work from anywhere" policy to enhance productivity and satisfaction.
- Workplace Safety Fire drills, emergency exits, designated smoking areas, and hazard-awareness briefings ensure a safe and compliant office environment.
- Team Collaboration Open-office concept and monthly team gatherings strengthen engagement and communication.
- Ethics & Training Annual compliance and cybersecurity training reinforce a culture of responsibility.

## 7. Continuous Improvement

We recognize ESG as a continuous journey. TRIDES commits to periodically reviewing our policies, aligning with updated regulations, and collaborating with clients and partners to promote sustainability and responsible digital transformation.

By embedding ESG into our strategy and daily operations, we ensure that our growth contributes not only to business success but also to a sustainable and equitable digital future.

TRIDES SDN BHD
Driving Digital Identity, Securely and Responsibly.