



Trio Energy Limited

Anti-Bribery and Anti-Corruption Policy

Trio Energy Limited

Purpose

Trio Energy Limited is committed to conducting business honestly, ethically, and in compliance with all applicable anti-bribery and anti-corruption laws. The Company has a zero-tolerance approach to bribery and corruption in any form.

Policy Statement

Employees, directors, contractors, and anyone acting on behalf of Trio Energy Limited must not:

- Offer, promise, give, request, or accept bribes.
- Make facilitation payments or kickbacks.
- Use gifts, hospitality, donations, or sponsorships to gain an improper business advantage.
- Engage in any corrupt or unethical business practices.

Gifts and Hospitality

Reasonable and legitimate gifts or hospitality may be accepted or provided only when they are lawful, transparent, infrequent, and not intended to influence business decisions.

Reporting Concerns

All employees are required to report any suspected bribery, corruption, or unethical conduct to management immediately. Reports made in good faith will be treated confidentially and without retaliation.

Compliance

Failure to comply with this Policy may result in disciplinary action, including termination of employment or contracts, and may lead to legal action where appropriate.

Approved by: M. W. Maalik

Date: 10-01-2026

Review Date: 10-01-2027

Trio Energy Limited is committed to maintaining the highest standards of integrity, transparency, and ethical business conduct in all its operations.