



SUBSTANCE ABUSE POLICY

Substance abuse refers to the improper, excessive, or unlawful use of alcohol, drugs, or other intoxicating substances (especially *Mitragyna Speciosa* or "Ketum"), that may impair an individual's ability to perform work safely, effectively, or in compliance with company standards and the law.

ENPROSERVE GROUP BERHAD and its subsidiaries (collectively addressed as EGB) are committed to establishing a workplace free from the influence of drugs and alcohol, including the abuse of other intoxicating substances, to ensure a safe, productive, and conducive working environment for all EGB working team members (employees and subcontractors).

To achieve these objectives, EGB has set the following strategic approaches:

- **Zero Tolerance:** EGB will not tolerate any instances of drug, alcohol, or other intoxicating substance abuse involving EGB personnel, including third parties dealing with EGB.
- **Consequences of Non-Compliance:** Individuals found in possession, distributing, using, or under the influence of drugs, alcohol, or other intoxicating substances will face disciplinary action and/or be handed over to the authorities. Failure to comply with this policy may result in termination of service, contracts, or any other dealings with EGB.
- **Screening of Working Parties:** No individual will be accepted to work (or to continue working) with EGB if they refuse to undergo a drug, alcohol or other intoxicating substances test, or are found positive after taking such test.
- **Employee Cooperation:** All EGB employees must cooperate with any EGB-appointed parties for every related inspection or test program conducted. EGB also reserves the right to conduct random inspections without notice at the work premises at any time.
- **Awareness Program:** EGB will conduct awareness programs from time to time to ensure this policy is understood by all interested parties.

A handwritten signature in black ink, appearing to read "Mohd Nizam bin Yaakub".

Mohd Nizam bin Yaakub
Group Chief Executive Officer
Date: 1st November 2025