

Corporate Governance & Ethical Compliance Statement

Express Manufacturing, Inc. (EMI) is committed to maintaining strong corporate governance and ethical business practices across all areas of our organization. Our governance framework is designed to support accountability, transparency, regulatory compliance, and responsible decision-making throughout our global operations.

EMI conducts its business in accordance with applicable laws, industry regulations, and internationally recognized standards. We maintain internal policies and procedures that guide employee conduct, operational integrity, and responsible management practices. These policies support a culture of ethical behavior, risk awareness, and continuous improvement.

Ethical Business Conduct

EMI expects all employees, management, and business partners to conduct themselves with integrity and professionalism. Our standards of conduct promote:

- Compliance with all applicable laws and regulatory requirements
- Honest and transparent business practices
- Prevention of corruption, bribery, and unethical conduct
- Fair competition and responsible business dealings
- Respect for human rights and labor standards

These expectations extend to our supply chain partners, who are encouraged to operate in alignment with responsible sourcing and ethical business principles.

Compliance & Accountability

EMI maintains internal oversight processes designed to promote compliance and identify potential risks within our operations and supply chain. Employees are expected to adhere to established company policies and report concerns related to ethical conduct, compliance issues, or operational risks.

Management is responsible for promoting a culture of accountability and ensuring that policies supporting ethical business practices are communicated and followed throughout the organization.

Continuous Improvement Moving Forward

As part of our governance approach, EMI regularly reviews and updates internal policies to align with evolving regulatory requirements, industry standards, and customer expectations. Through these efforts, we strive to strengthen our compliance framework and reinforce responsible business practices across our global operations.

Through strong governance and ethical leadership, EMI remains committed to maintaining the trust of our customers, employees, suppliers, and stakeholders.

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