ETHOS
PRINCIPLE

COMPANY PROFILE

& PARTNERSHIP PROPOSAL 2026

Your Trusted Integrity & Governance Partner

Strengthening integrity, governance, compliance, and organisational excellence through strategic advisory, professional training, and innovative digital integrity management solutions.



Company Information

Company Name:	Ethos Principle Sdn. Bhd.
Company Registration No:	202601024170 (1686267-U)
Date of Incorporation:	12 June 2026
Company Type:	Private Company Limited by Shares
Country of Registration:	Malaysia
Business Focus:	Integrity, Governance, Compliance, Advisory, Training, and Digital Integrity Management Solutions
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Website:	www.ethosprinciple.com.my
Address:	Malaysia

Company Overview

Ethos Principle Sdn. Bhd. is a professional integrity and governance solutions company established to help organisations strengthen transparency, accountability, compliance, and ethical business practices.

The company provides strategic advisory, professional training, consultancy, and innovative digital solutions through its Integrated Integrity Management System, i-IMS. Through a practical and technology-driven approach, Ethos Principle supports organisations in building stronger governance structures, improving compliance readiness, managing integrity risks, and creating measurable business value.

Your Trusted Integrity & Governance Partner.

About Us / Our Purpose

Ethos Principle Sdn. Bhd. was established with a purpose beyond building a profitable business. We believe that integrity should never be limited by resources, technology, or expertise.

Our mission is to make integrity management accessible, practical, and sustainable for every organisation in Malaysia. Through strategic advisory, professional training, governance consultancy, and digital integrity management solutions, we help organisations strengthen transparency, accountability, compliance, and ethical leadership.

At Ethos Principle, we are committed to supporting organisations of all sizes in building stronger governance structures and a culture where integrity becomes part of daily operations — not just a policy requirement.

If our work helps build a nation where integrity becomes a shared responsibility, then we have fulfilled our true purpose.

Our Purpose

To empower organisations with practical integrity, governance, and compliance solutions that create trust, reduce risk, and support long-term sustainable growth.

Integrity by Design. Governance in Action. Value for the Future.





Who We Are

Ethos Principle Sdn. Bhd. is a professional consultancy and solutions company dedicated to strengthening integrity, governance, compliance, and organisational excellence across Malaysia’s public and private sectors.

We provide practical advisory services, professional training, governance consultancy, and technology-driven solutions designed to help organisations manage integrity risks, improve accountability, and build a stronger culture of ethical leadership.

Through our flagship Integrated Integrity Management System, i-IMS, we support organisations in replacing manual processes, spreadsheets, and fragmented reporting with structured, auditable, and regulatory-aligned

At Ethos Principle, we combine domain expertise, strategic guidance, and digital innovation to help organisations transform integrity from a compliance obligation into a measurable and sustainable business value.

Our Role

To be a trusted partner that helps organisations strengthen governance systems, protect reputation, reduce risk, and create long-term trust with stakeholders.



Vision, Mission & Core Values

Vision

To be a trusted leader in integrity, governance, and digital solutions through excellence, innovation, and ethical impact.

Mission

To empower organisations through strategic integrity and governance solutions, innovative web-based systems, professional advisory, and ethical leadership programmes that strengthen accountability, compliance, and sustainable growth.



Core Values

- **Ethics**
We uphold integrity, professionalism, and responsible conduct in every engagement.

- **Transparency**
We promote openness, accountability, and responsible governance in all business practices.

- **Honesty**
We build trust through sincerity, credibility, and ethical communication.

- **Ownership**
We take responsibility for our work and remain committed to our clients' success.

- **Sustainability**
We create long-term value through continuous innovation, practical solutions, and sustainable governance improvement.

At Ethos Principle Sdn. Bhd., our values guide every solution we deliver — helping organisations build stronger governance systems, protect trust, and transform integrity into measurable business value.

Core Expertise

Ethos Principle Sdn. Bhd. brings together practical governance knowledge, regulatory awareness, professional consultancy experience, and digital innovation to support organisations in building stronger integrity management systems.

Our expertise focuses on helping organisations prevent integrity risks, improve compliance readiness, manage complaints effectively, and create a culture of transparency, accountability, and ethical leadership.

Integrity & Governance Advisory

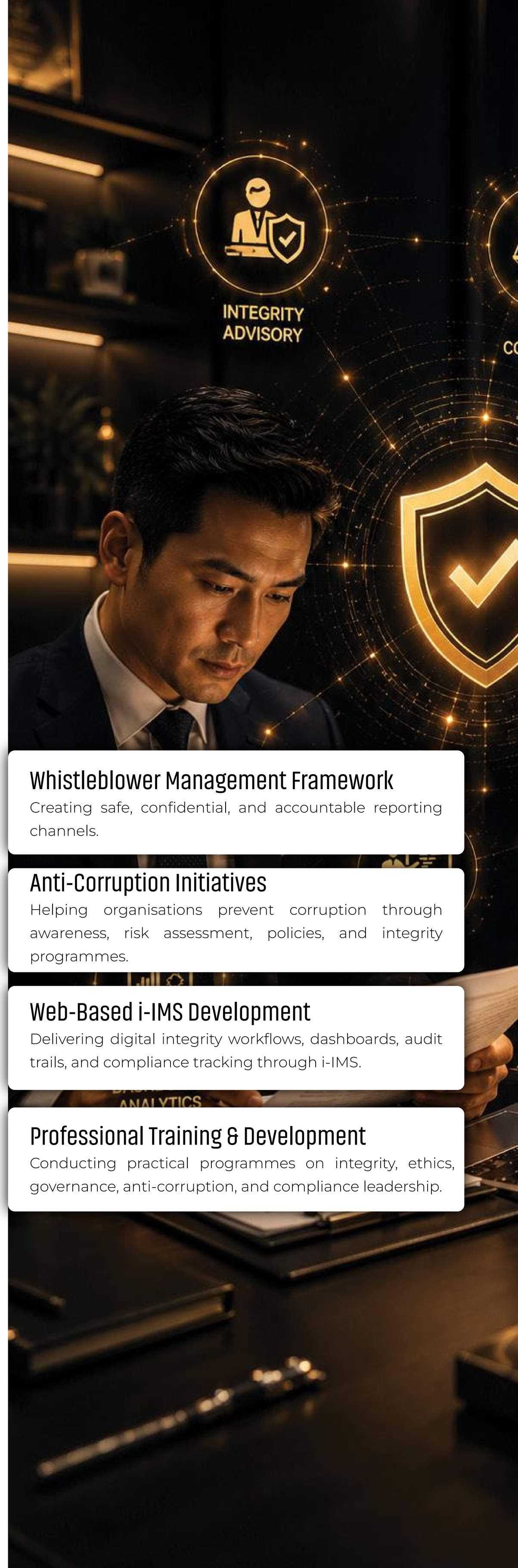
Developing integrity frameworks, governance structures, policies, and internal control practices.

Corporate Ethics & Compliance

Supporting organisations in meeting ethical, regulatory, and compliance expectations.

Investigation & Complaint Management

Providing structured approaches for complaint handling, investigation workflows, documentation, and reporting.



Whistleblower Management Framework

Creating safe, confidential, and accountable reporting channels.

Anti-Corruption Initiatives

Helping organisations prevent corruption through awareness, risk assessment, policies, and integrity programmes.

Web-Based i-IMS Development

Delivering digital integrity workflows, dashboards, audit trails, and compliance tracking through i-IMS.

Professional Training & Development

Conducting practical programmes on integrity, ethics, governance, anti-corruption, and compliance leadership.

Our Core Services

Ethos Principle Sdn. Bhd. provides integrated integrity, governance, compliance, training, and technology solutions to help organisations build stronger, more accountable, and sustainable governance systems.

01. Advisory & Consultancy

We help organisations develop integrity frameworks, improve governance structures, strengthen compliance, manage risks, and establish effective whistleblower and investigation processes.

- Integrity framework development
- Governance enhancement
- Compliance advisory
- Investigation consultancy
- Whistleblower management
- Risk assessment & policy development





02. Training & Development

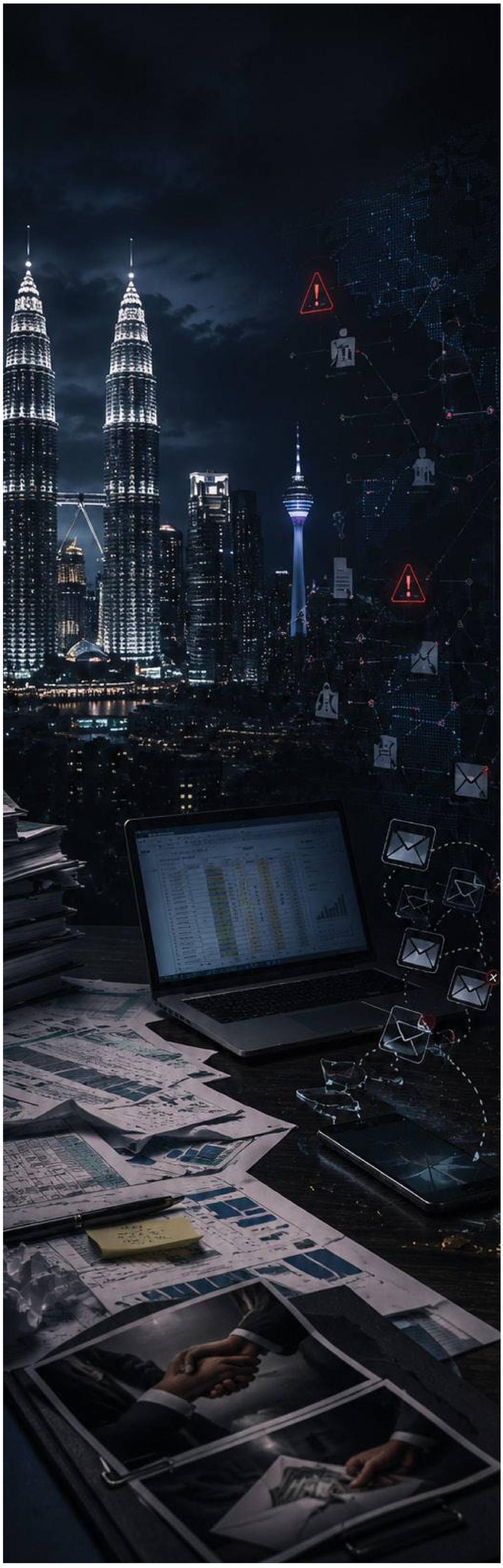
We provide practical training programmes on integrity, ethics, anti-corruption, governance awareness, complaint management,

- investigation handling, and compliance leadership.
- Integrity & ethics programs
- Anti-corruption workshops
- Governance awareness
- Investigation handling
- Complaint management
- Leadership & compliance training

03. Technology Solutions

Through i-IMS, we help organisations digitise integrity management with automated workflows, dashboard analytics, digital reporting, audit trails, and cloud-based governance systems.

- Enterprise Integrity Mgmt System (EIMS)
- Dashboard analytics
- Digital reporting solutions
- Workflow automation
- Cloud-based governance systems



Integrity Challenges in Malaysia

Integrity risks have become a growing concern for organisations across Malaysia. Today, corruption, weak compliance controls, unmanaged conflicts of interest, and poor reporting systems can expose organisations to financial loss, regulatory action, and reputational damage.

Many organisations still depend on manual processes, spreadsheets, email chains, and paper-based approvals to manage integrity-related matters. This creates gaps in visibility, weak audit trails, delayed action, and inconsistent decision-making.

Key challenges include:

- **No central complaint channel**

Complaints may be lost, delayed, or handled without proper protection for whistleblowers.

- **Undetected conflicts of interest**

Declarations are often managed manually, making review and follow-up inconsistent.

- **Untracked gifts and hospitality**

Without proper disclosure and approval workflows, organisations face hidden integrity risks.

- **Compliance gaps and missed deadlines**

Regulatory obligations and audit findings may be overlooked when managed through scattered records.

- **Weak investigation documentation**

Poor case records can affect fairness, accountability, and legal defensibility.

- **Limited integrity culture measurement**

Organisations may struggle to measure awareness, training impact, and overall integrity performance.

Regulatory & Compliance Pressure

Organisations today face increasing pressure to demonstrate stronger integrity, transparency, and accountability. Compliance is no longer just an internal requirement — it directly affects reputation, business continuity, market access, and stakeholder confidence.

Key Regulatory Areas

MACC Act 2009 — Section 17A

Organisations must show adequate procedures to prevent corruption and misconduct involving employees or business associates.

Companies Act 2016 — Section 221

Directors and officers are expected to declare interests and manage conflicts responsibly.

Whistleblower Protection Act 2010

Organisations need safe, confidential, and accountable reporting channels to protect whistleblowers and encourage responsible disclosure.

ISO 37001 & CISM Framework

Many government bodies, GLCs, listed companies, and strategic partners increasingly expect proper anti-bribery, compliance, and integrity management practices.

Why It Matters

Without a structured system, organisations may face compliance gaps, weak documentation, poor audit trails, legal exposure, and reduced eligibility for tenders or partnerships.

A digital integrity management system helps organisations stay organised, auditable, and regulatory-ready.

Introducing i-IMS

Integrated Integrity Management System

i-IMS is a cloud-based integrity management platform designed to help organisations replace spreadsheets, email chains, and manual processes with structured, auditable, and regulatory-ready workflows.

Built across 14 key dimensions of integrity management, i-IMS centralises complaints, compliance, conflict of interest declarations, gifts and hospitality, investigations, risk management, procurement visibility, and governance reporting into one integrated platform.

One Platform. Full Visibility. Stronger Governance.

With i-IMS, organisations can improve accountability, strengthen compliance readiness, reduce integrity risks, and turn governance activities into measurable business outcomes.

14 Modules | One Platform | Full Audit Trail | Regulatory-Aligned



Commercial Value of i-IMS

i-IMS transforms integrity management from a compliance requirement into a measurable business advantage. By centralising governance workflows, audit trails, reporting, and risk visibility, organisations can reduce losses, improve efficiency, and build stronger stakeholder confidence.

Key Business Values

- **Reduce Financial Losses**

Minimise fraud, corruption, misconduct risks, investigation costs, and financial leakages.

- **Strengthen Regulatory Compliance**

Support compliance readiness with structured records, audit trails, and regulatory-aligned processes.

- **Enable Better Decision-Making**

Provide real-time dashboards, integrity trends, risk indicators, and management reporting.

- **Win More Business Opportunities**

Improve eligibility for tenders, strategic partnerships, and governance-focused opportunities.

- **Improve Employee Trust**

Create fair, confidential, and transparent channels for reporting and case handling.

- **Improve Operational Efficiency**

Replace manual spreadsheets and paper-based processes with automated workflows and approvals.

- **Protect Corporate Reputation**

Demonstrate transparency, accountability, and ethical leadership to stakeholders.

- **Increase Stakeholder Confidence**

Build stronger trust with regulators, investors, boards, customers, and business partners.

- **Reduce Investigation Time**

Centralise case management, evidence records, audit trails, and resolution workflows.

- **Deliver Measurable ROI**

Lower compliance costs, reduce manual administration, improve governance ratings, and drive long-term value.

Business Impact

With i-IMS, integrity becomes a strategic enabler — helping organisations protect value, improve performance, reduce risk, and support sustainable business growth.

i-IMS Modules: Core & Professional Tier

The Core & Professional Tier of i-IMS provides essential integrity management modules that help organisations strengthen reporting, compliance, governance, and accountability through structured digital workflows.

Complaints Management	A structured platform for complaint intake, whistleblower reporting, case tracking, CEC workflow, and board-level visibility.
Governance Management	A centralised governance module for policy libraries, staff advisory channels, and CIGO oversight.
Integrity Strengthening	Supports integrity programmes, training records, attendance tracking, surveys, and performance analytics.
Compliance Management	Helps organisations manage compliance registers, corrective action plans, deadline reminders, and audit follow-ups.
Conflict of Interest	Enables annual digital COI declarations, multi-tier reviews, flagged case escalation, and proper documentation.
Gifts, Hospitality & Sponsorship	Provides pre-approval workflows, value thresholds, disclosure records, and post-event reporting.
Support Letter Management	Creates a controlled firewall process for support letters, separating receipt from deliberation with a full disposition record.

Tier Value

This tier helps organisations move from manual, fragmented processes to a more transparent, auditable, and accountable integrity management system.

i-IMS Modules: Enterprise Tier

The Enterprise Tier of i-IMS provides advanced integrity management modules for organisations that require deeper risk control, stronger governance visibility, and enterprise-level accountability.

Asset Declaration	A guided digital process for asset and liability declarations, supported by multi-tier review and proper compliance documentation.
Integrity Due Diligence	Helps screen key hires, vendors, and business partners through structured due diligence cases, risk ratings, and red-flag escalation.
Corruption Risk Management	Enables organisations to identify, assess, score, and monitor corruption risks through risk registers and mitigation action plans.
Disciplinary Management	Supports the full disciplinary case lifecycle, including charges, hearings, panel decisions, appeals, records, and audit trails.
Enterprise Integrity Behaviour Index	Measures integrity culture through survey-based scoring, trend reporting, and board-level analytics.
Integrity Pact	Digitises integrity commitments for vendors and contractors, including pact issuance, acknowledgement tracking, and procurement gate control.
Procurement Visibility	Provides procurement registers, integrity risk flagging, conflict of interest cross-checks, and visibility over procurement-related risks.

Tier Value

This tier helps organisations move beyond basic compliance by strengthening risk intelligence, governance maturity, and measurable integrity performance.

Why Partner With **Ethos Principle** & Certification

Ethos Principle Sdn. Bhd. is a trusted integrity, governance, compliance, training, and technology partner for organisations seeking practical and sustainable governance improvement.

Why Partner With Us

Specialised Expertise
Strong knowledge in integrity, governance, compliance, and implementation.

Integrated Solutions
Consultancy, training, and i-IMS technology under one complete platform.

Innovative Technology
Digital workflows, dashboards, audit trails, and governance visibility through i-IMS.

Customisable Approach
Solutions tailored to each organisation's needs, size, and governance maturity.

Long-Term Partnership
Continuous support focused on sustainable value and measurable improvement.

Company Certification

Ethos Principle Sdn. Bhd. is officially incorporated in Malaysia under the Companies Act 2016.

- **Company Name:** Ethos Principle Sdn. Bhd.
- **Registration No:** 202601024170 (1686267-U)
- **Date of Incorporation:** 12 June 2026
- **Authority:** Suruhanjaya Syarikat Malaysia (SSM)



SURUHANJAYA SYARIKAT MALAYSIA
COMPANIES COMMISSION OF MALAYSIA

COMPANIES ACT 2016
(ACT 777)

CERTIFICATE OF INCORPORATION OF PRIVATE COMPANY

This is to certify that

ETHOS PRINCIPLE SDN. BHD.
202601024170 (1686267-U)

is, on and from the 12th day of June 2026, incorporated under the Companies Act 2016, and that the company is a company limited by shares and that the company is a private company.

Dated at **KUALA LUMPUR** this 15th day of June 2026.

DATUK NOR AZIMAH ABDUL AZIZ
REGISTRAR

User Id : yeeming9

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THANK YOU

FOR TAKING THE TIME TO LEARN MORE ABOUT
ETHOS PRINCIPLE SDN. BHD.

LET'S CONNECT WITH US

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