



ANTI BRIBERY AND CORRUPTION POLICY

All forms of Bribery and Corruption are prohibited. **TUAH** adopts a **Zero-Tolerance** stance towards Bribery and Corruption and is committed to conducting its business with integrity, transparency, and in compliance with all applicable laws and regulations.

Bribery may take the form of the exchange of money, goods, services, property, privileges, employment positions, or preferential treatment. Employees shall not, whether directly or indirectly, offer, give, receive, or solicit any item of value in an attempt to improperly influence the decisions or actions of a person in a position of trust within an organisation, either for the intended benefit of **TUAH** or the individuals involved in the transaction.

This prohibition applies to all business dealings and interactions with Public Officials, Government Authorities, Customers, Suppliers, Contractors, Business Partners, and any other Third-Parties.

No Employee shall suffer demotion, penalty or other adverse consequences for refusing to give or receive bribes or engage in other illicit conduct, even if such refusal results in the loss of business opportunities or delays in business operations.

TUAH recognises the importance of integrity among its Employees. Accordingly, **TUAH**'s recruitment, training, performance evaluation, remuneration, recognition and promotion practices are designed to promote and reward ethical behaviour and integrity.

Any breach of this policy will be treated seriously and may result in disciplinary action, including termination of employment, as well as potential civil or criminal liability under applicable Laws.

The full policy and associated guidelines are available to interested parties upon request.

A handwritten signature in black ink, appearing to read "Azan Bin Zainuddin". The signature is stylized and fluid.

GROUP CHIEF EXECUTIVE OFFICER

Ir. AZAN BIN ZAINUDDIN

1 January 2026