

ROHAS TECNIC BERHAD ANTI-BRIBERY AND CORRUPTION POLICY

Rohas Tecnic Berhad and its group of companies ("RTB Group") has adopted a **zero-tolerance policy** against all forms of **bribery** and **corruption** and is committed to upholding the highest standards of ethical conduct, integrity and accountability and shall strive to fight bribery, corruption and unethical practices in all its forms.

RTB Group does not condone and will not participate nor be involved in activities which have elements of bribery and corruption and shall comply with anti-bribery and corruption related laws, acts, rules and regulations applicable to the RTB Group in carrying out its business activities and operations in the jurisdictions where RTB Group operates.

The Board of Directors and the Management of RTB Group are committed to implement and enforce effective and robust policies and procedures in the following:

1. Preserving the culture and good image of integrity, transparency and accountability in all aspects of the RTB Group's business;
2. Upholding anti-bribery and corruption principles and providing, practicing and maintaining a working environment free from bribery and corrupt practices whether in daily operational activities or in any special projects for all employees and stakeholders including business associates, person(s) associated with RTB Group or any public officials and/or other external parties;
3. Encouraging transparent and ethical conduct with and undertaking appropriate due diligence processes on employees, business associates and in projects and business activities;
4. Providing avenues to all employees and stakeholders to raise concern in good faith and to report on bribery and corrupt practices via RTB Group's whistleblowing channel without fear of retaliation or reprisal;
5. Establishing a Gift Policy to ensure the elimination of solicitation and bribery that may arise in the course of giving and receiving of gifts, entertainment and hospitality involving third parties that have business interest with RTB Group;
6. Establishing an independent integrity function imposing appropriate action to any party proven to be guilty of being involved in bribery and corrupt practices; and
7. Ensuring all directors, employees and any party who performs works or services for or on behalf of the RTB Group to engage, understand and comply to this Policy.

The RTB Group commitment reflected in this Policy is aimed at being compliant with the Malaysian Anti-Corruption Commission Act 2009 (Amendment 2019) and at setting the necessary standards and benchmarks of good practice to prevent, detect and respond to bribery and corruption and the RTB Group shall continually review and improve the effectiveness of its policies, processes and procedures in line with and in implementing this Policy.

Sia Bun Chun
Chairman
Rohas Tecnic Berhad