



## ANTI-BRIBERY AND CORRUPTION POLICY STATEMENT

Johawaki Holdings Sdn Bhd and its group of companies (The Group) has adopted the Anti-Corruption Principles for Corporations in Malaysia in order to uphold integrity, transparency and good governance in carrying out its business activities. The Group via its Anti-Bribery Management System ("ABMS") is aimed to prevent, detect and respond to bribery and ultimately act in the best interest of the Group and its interested parties. Hence, the Group is committed in implementing the following:

- Ensure all directors and employees and any parties acting for or on behalf of the Group are strictly prohibited from directly or indirectly offering, promising, accepting or soliciting bribes in relation to the Group's activities, businesses, dealings and/or operations.
- Comply with the provision of Malaysian Anti-Corruption Commission Act 2009 as well as all laws, regulations, policies, procedures and other directives in force related to anti-corruption.
- Implement the Anti-Bribery Management System effectively to eradicate corruption in daily activities and safeguard the interests of stakeholders in achieving the vision and mission of the Group.
- Strengthen internal systems that support bribery and corruption prevention as to achieve anti-bribery and anti-corruption objectives.
- Encourage raising concern in good faith regarding corruption conduct via whistleblowing channel without fear of reprisal.
- Ensure continuous evaluation and improvement of the implementation of Anti-Bribery Management System.
- Authorize anti-bribery compliance function carry out their duties independently and transparently to ensure the effective implementation of ABMS and establish cooperation with the Malaysian Anti-Corruption Commission to strengthen initiatives in combating bribery in the Group.
- Impose disciplinary and legal action in accordance with the Group policies, procedures, and Malaysian Anti-Corruption Commission Act 2009 against any non-compliance and violation of these policies by an employee and business associates.

This Anti-Bribery and Corruption Policy demonstrates the Group's commitment towards having a strong culture of high ethical practice among its employee and embedding core values of compromising Excellence, Professionalism, Integrity and Customer-centricity (E.P.I.C) in all business practices.

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