

## Anti-Corruption Policy

The Company is determined to conduct business honestly, transparently and fair, under good governance, and be accountable to society. The Company is firm in its value of being against corruption and all forms of bribery, whether direct or indirect, and has set an anti-corruption policy for all employees to adhere to as follows:

- 1) Not be corrupt or be part of any form of corruption, whether direct or indirect.
- 2) Be cautious when dealing with receiving and giving gifts or any other benefits, and entertaining. Such transaction is taken for business purposes and has proper value that would not influence any business decisions.
- 3) Put in place internal control systems and effective and appropriate risk assessment to prevent corruption on a regular basis. Review and assess risk arising from operations that may instigate corruption.
- 4) Have transparent and accurate financial statements in accordance with internationally-accepted accounting standards.
- 5) Have human resource management, from recruitment to taking care of employees with emphasis on the Company's anti-corruption policy.
- 6) Have a communication channel that allows employees to inform the Company of any evidence, suggestions and complaints in relations to corruption, whereby the informant must be protected fairly.
- 7) Conduct business operation in consistent with the law relating to anti-corruption in all countries that the Company has businesses in.
- 8) If any employee violates or does not comply with the Company's anti-corruption policy, whether directly or indirectly, disciplinary actions of the Company will be applied or legal penalties enforced.

It is every employee's responsibility to understand and comply with the Company's anti-corruption policy. The employee is to inform superiors immediately if any such corruption act occurs.