THB MAINTENANCE SDN. BHD.

ANTI-BRIBERY & ANTI-CORRUPTION POLICY STATEMENT

THB Maintenance Sdn. Bhd. (THBM) is committed to conducting all business activities with the highest standards of integrity, transparency, accountability, and professionalism.

The Company adopts a zero-tolerance approach towards all forms of bribery and corruption and is committed to complying with:

1. Malaysian Anti-Corruption Commission Act 2009 (Act 694), Section 17A – Corporate Liability;
2. MS ISO 37001:2025 Anti-Bribery Management Systems (ABMS);
3. All applicable legal, regulatory, and contractual requirements.

To demonstrate this commitment, THBM undertakes to:

1. Establish, implement, maintain and continually improve an effective Anti-Bribery Management System (ABMS) in accordance with MS ISO 37001:2025.
2. Promote a culture of integrity, ethics, transparency and good governance throughout all business operations and decision-making processes.
3. Prohibit all forms of bribery and corruption, whether direct or indirect, including facilitation payments, kickbacks and the offering, giving, requesting or accepting of any improper advantage.
4. Ensure that all employees, directors and business associates understand and comply with the Company's Anti-Bribery Management System, policies and procedures.
5. Provide adequate resources, awareness programmes, and training to enhance anti-bribery competence and ethical behaviour.
6. Monitor, measure and continually improve the effectiveness of the Anti-Bribery Management System through audits, management reviews and continual improvement initiatives.

This Policy Statement shall be read together with the Company's:

- Code of Business Ethics & Conduct;
- Donation and Sponsorship Policy;
- Gifts and Hospitality Policy;
- Conflict of Interest Policy;
- Whistleblowing Policy & Procedures;
- All other related policies, procedures and guidelines established by THB Maintenance Sdn. Bhd.

DATUK SERI IR. HASNUR RABIAIN BIN ISMAIL
Managing Director
THB Maintenance Sdn. Bhd.
Date: 1 September 2026