

ANTI-BRIBERY AND CORRUPTION POLICY

1. INTRODUCTION

Kobay Technology Bhd. (“Kobay”) and its subsidiaries (collectively referred to as the “Group”) conduct its business in a legal and ethical manner. The Group requires all employees (including full time, probationary, contract and temporary staff) (“Employees”) and Executive Directors of the Group to be committed to acting professionally and with integrity in their business dealings.

This Anti-Bribery and Corruption Policy (“Policy”) sets out the parameters to prevent the occurrence of bribery and corrupt practices in relation to the businesses of the Group. This Policy is supplemental to, and shall be read in conjunction with the Code of Business Conduct adopted by Kobay under Chapter 7 of its Group Human Resource Policy and Procedures.

2. OBJECTIVE

The objective of the Policy is to provide information and guidance to the Directors and Employees to observe and ensure compliance with applicable laws, rules, and regulations and how to deal with bribery and corruption. It is not intended to be exhaustive and is of additional obligation for the Directors and Employees to adhere and comply with when performing their duties.

3. DEFINITION OF BRIBERY AND CORRUPTION

Bribery is the offering, promising, giving, accepting or soliciting of an advantage as an inducement for action which is illegal, unethical or a breach of trust. A bribe is an inducement or reward offered, promised or provided in order to gain any commercial, contractual, regulatory or personal advantage and can take the form of gifts, loans, fees, rewards or other advantages. Corruption is the abuse of entrusted power for private gain. Bribery and corruption as defined in the Malaysian Anti-corruption Commission Act (Amendment 2018).

4. GUIDANCE ON COMMON FORMS OF BRIBERY AND CORRUPTION

The list below for which is not exhaustive, are some examples of common forms of bribery and corruption that shall be prohibit or avoid by all Employees and Directors.

4.1 Gifts and Hospitality

This Policy does not prohibit normal business hospitality, so long as it is reasonable, appropriate, modest and bona fide corporate hospitality for example :-

- (a) gifts offered in business for business purpose and for work-related or for hosting conference, meeting, seminars and/or business events; or
- (b) refreshments or meals during meetings or as participants of work-related conferences and/or seminars; and
- (c) meals for business purposes.

The Directors and Employees should be mindful in giving or receiving gifts or other gratitude for business, or in exchange for favour or personal benefits as per guided by Kobay Business Conduct under the Group HR Policy for which each Director and Employee have declared to abide thereto.

4.2 Payment or Contributions

All payment or contribution made to public bodies, agencies or politic contribution are prohibited.

However, there could arise circumstances in which the Directors or Employees have no alternative but to make a facilitation payment in order to protect themselves from injury, loss of life or liberty. Any request for payment under such circumstances should be reported immediately to COO and/or CEO.

4.3 Charitable Contribution

The Group encourage charitable support and donations for the needy whether in kind, service, knowledge, time or direct financial contributions are acceptable under the Group Corporate Social Responsibility (“CSR”) to be a good corporate citizen. However, Directors and Employees must be careful to ensure that charitable contributions are not used as a scheme to conceal bribery.

No donation can be offered or made without the prior approval of the Group CSR Committee and the EXCO. The records of all charitable contributions shall be kept by the Committee and/or the payor.

5. THIRD PARTIES COMPLIANCE

All third parties, including agents, suppliers and joint venture partners should be made aware of this Policy and the arrangements with them shall be subject to clear contractual terms, including specific provisions requiring them to comply with minimum standards and procedures relating to bribery and corruption.

6. REPORTING OF VIOLATIONS OF THE POLICY

Any Employee who knows of, or suspects, a violation of the Policy, is encouraged to whistleblow or report the concerns through the mechanism set out under the Group’s

Whistle Blowing Policy. The provision, protection and procedure of the Whistle Blowing Policy for reporting of the violations of the Policy are available on the Group's website.

No individual will be discriminated against or suffer any sort or manner of retaliation for raising genuine concerns or reporting in good faith on violations or suspected violations of the Policy. All reports will be treated confidentially.

7. REVIEW OF THE POLICY

The Board will monitor compliance with the Policy and review the Policy regularly to ensure that it continues to remain relevant and appropriate.