



TH PLANTATIONS BERHAD
Registration No. 197201001069 (12696-M)

ANTI-CORRUPTION POLICY STATEMENT THP

TH Plantations Berhad and our subsidiary companies (hereafter referred to collectively as THP) strive to prevent corruption and uphold the highest standards of integrity, accountability and professionalism in the conduct of our businesses.

THP is committed to:

- a) Complying with the provisions of the Malaysian Anti-Corruption Commission Act 2009 (Act 694) and the applicable laws, regulations, policies and procedures by inculcating integrity, transparency and accountability in all aspects of business;
- b) Prohibiting employees from soliciting, accepting and offering bribes or committing any form of corruption;
- c) Strengthening a culture of integrity and transparency in the workplace through continuous implementation and improvement of integrity and anti-corruption programs;
- d) Promoting a culture of integrity by providing channels for reporting of any suspected acts of corruption and improper conducts in line with THP's Whistleblowing Policy;
- e) Fully cooperating with the Malaysian Anti-Corruption Commission ("MACC") to combat corruption within THP its business associates, and any other parties dealing with THP; and
- f) Enforcing legal and/or disciplinary actions for any violations of related policies, procedures and guidelines.

This Anti-Corruption Policy Statement applies to all levels of THP employees and business associates. Non-compliance or breaches of these policies by employees or business associates may result in action being taken by THP in accordance with its policies, procedures and guidelines and/or legal action.

THP practices openness and encourages a speak-up culture. Therefore, we urge all employees and the public to report any integrity misconduct, especially related to corruption, via the following THP Whistleblowing Channels:

Telephone hotline: 03-2616 7115;
Email hotline: whistleblowing_thp@bdo.my; atau
Web portal: [TH Plantations Ethics Line](#).

Every genuine report received through these channels is CONFIDENTIAL and will be investigated transparently and fairly.

A handwritten signature in black ink, appearing to read 'Ahmad'.

DATUK DR. AHMAD KUSHAIRI BIN DIN
Chairman,
TH Plantations Berhad
17 October 2024

A handwritten signature in black ink, appearing to read 'Mohamed Zainur Bin Mohamed Zain'.

MOHAMED ZAINURIN BIN MOHAMED ZAIN
Chief Executive Officer,
TH Plantations Berhad
17 October 2024