



## **TOYO VENTURES HOLDINGS BERHAD**

### **ANTI-BRIBERY AND ANTI-CORRUPTION POLICY STATEMENT**

Toyo Ventures Holdings Berhad and its subsidiaries (“the Group”) are committed to conduct our business with integrity and highest ethical standards. The Group has adopted “**Zero Tolerance**” principle toward any act or forms of bribery and corruption and all act or forms of such bribery or corruption is not acceptable within the Group. Employees will not be penalised for any loss of business to the Group as a result (whether directly or indirectly) of the Employee refusal to commit any act or form of bribery and corruption.

The Group Anti-Bribery and Anti-Corruption Policy (“the Policy”) is now implemented throughout all the subsidiary companies within the Group and compliance to the Policy is mandatory and will be monitored with a principle based approach. The Group is committed in upholding anti-bribery principles in all business dealings and interactions dealing with external parties, including business partners, government agencies and stakeholders.

All directors, employees, agents and other acting for or on behalf of the Group are strictly prohibited from giving, soliciting or receiving any bribes. Any non-compliance with the Group Policy will be treated as grounds for disciplinary action, sanctions or dismissal. The Group will not hesitate to report such matters to the relevant enforcement authorities for further action.

Any employees or party (internal or external) under the Group shall report any suspected act or form of bribery and corruption via our whistleblowing channels and those reports will be treated with strict confidentiality.