

## ANTI-BRIBERY AND CORRUPTION POLICY STATEMENT

ProEight Sdn Bhd is committed to conducting all business activities with the highest standards of integrity, transparency, and accountability. We adopt a zero-tolerance approach to all forms of bribery and corruption, whether direct or indirect, and are fully committed to complying with applicable anti-bribery and corruption laws, including the Malaysian Anti-Corruption Commission Act 2009 (MACC Act) and any other relevant local or international legislation.

### Our Commitments:

- We **prohibit** the offer, giving, solicitation, or acceptance of any bribe, kickback, gift, or anything of value that may improperly influence a business decision or gain an unfair advantage.
- All employees, directors, business partners, suppliers, contractors, and third-party representatives are expected to **act ethically and in compliance** with this policy at all times.
- We promote a culture of **honesty and ethical behavior** through awareness, training, and leadership by example.
- We require that **all third parties** acting on behalf of ProEight undergo appropriate **due diligence** and agree to adhere to our anti-bribery and corruption standards.
- Any conflict of **interest** must be declared, and business decisions must always be made in the best interest of the company, free from undue influence or personal gain.
- **Facilitation** payments and unofficial 'grease payments' are strictly prohibited.
- We have established reporting mechanisms for suspected violations and protect whistleblowers in good faith from retaliation.
- All breaches of this policy will be investigated and may result in **disciplinary action, including termination of employment or contract**, and legal consequences.

### Responsibilities:

- Every employee and associated party has a responsibility to prevent, detect, and report any act of bribery or corruption.
- Management is responsible for promoting awareness, providing guidance, and ensuring compliance with this policy across all levels of the organization.

ProEight Sdn Bhd takes this commitment seriously and expects the same integrity from all those we work with. We believe that doing business the right way is the only way to sustain trust, reputation, and long-term success.



TS. Akmal Farhan Azhar  
Interim Chief Executive Officer