

ANTI-BRIBERY & ANTI-CORRUPTION

- TAMCO are committed to Transparency, Accountability and Fair Business Practices, as well as complying with all applicable laws, which include the Malaysian Anti-Corruption Commission Act 2009 (“MACC Act 2009”) and any of its amendments and related enactments, passed from time to time. This commitment includes respecting the laws, cultures, dignity and rights of individuals in all of the countries where TAMCO operates
- TAMCO has Zero Tolerance towards Corruption and Bribery. TAMCO conducts all of our business Honestly and Ethically. TAMCO is committed to acting Professionally, Fairly and with Integrity in all our relationships and business dealings
- Employees who find any suspicious or have any reasonable belief that this Policy has been breached or violated, must immediately report their concerns to their head of department or via the TAMCO Hotline
- In the event of any investigation into Corruption where TAMCO is required to provide assistance, or otherwise, TAMCO shall ensure our full co-operation with the enforcement agencies and other competent authorities
- In the event of Suspicious Behaviour, Allegations and/or Investigations relating to Bribery and/or Corruption, TAMCO reserves the right to request the relevant Employee to declare information regarding the assets owned by them as deemed necessary

Part 1

Date : August 2025
Next Review : August 2026



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GIFTS AND HOSPITALITY

- TAMCO does not allow gifts and hospitality where giving or accepting them could influence business decisions or enforcement of regulations, or cause others to perceive such influence. TAMCO does not expect gifts or hospitality from any of its business partners.
- Gifts and hospitality may be accepted or offered when this is expected as common business courtesies. Gifts, hospitality or any financial or other advantage shall not be offered, promised, given to, or received from public officials unless this is subject to specific approval from the Company's Chief Financial Officer ("CFO").

Gifts

- Directors, Management and Employees may receive gifts of nominal value (RM500 or below on each occasion) provided they are products marked with TAMCO's logo; tokens of appreciation provided during TAMCO's event such as plaques; perishable items such as flowers or food items or festive gifts such as mandarin oranges, hampers or other similar items.
- Gifts other than those listed above shall be politely declined or returned. Where the said gifts cannot be returned or when declining or returning the gifts may cause offence, the recipient shall accept the gifts and declare the gifts to the CFO. The CFO, after consulting the CEO, shall decide on the handling of the gifts, including but not limiting to distributing the gifts amongst the employees.

Part 2



WONG JUN PIN

CEO of TAMCO Malaysia

Review Date : August 2025

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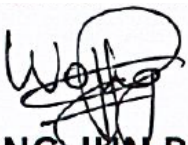
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GIFTS AND HOSPITALITY

Hospitality

- Hospitality, expenses, or other favours shall not be offered or received where it could be perceived to influence decision making in situations of contract negotiation, bidding, or award.
- Directors, Management and Employees may only attend social events and entertainment connected with the TAMCO's business with third parties that are considered modest and are relevant to maintain a business interest of TAMCO. Similarly, events hosted by TAMCO shall be modest and relevant to maintain a business interest.
- Hospitality offered to or by a supplier or customer may be accepted when associated with a relevant business meeting and is normally provided to other business partners as a normal part of business.
- The cost of hospitality must always be kept within reasonable limits and must not be accepted on a recurring basis.
- Directors, Management and Employees must always ensure that travel, accommodation and other expenses for the individual representing TAMCO are paid by TAMCO.
- The above principles apply in reverse direction, so that no person subject to this Policy may offer, participate in or pay for transactions, entertainment, gifts or favours that violate the above principles.

Part 3



WONG JUN PIN

CEO of TAMCO Malaysia

Review Date : August 2025

Next Review : August 2026