

Kubota Malaysia Sdn Bhd

ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

Kubota Malaysia Sdn Bhd is committed to conducting its business ethically and in compliance with all applicable laws and regulations, including but not limited to MACCA, Malaysian Penal Code (revised 1977) (and its amendments) and the Companies Act 2016 (Malaysia). These laws prohibit bribery and corruption. Organisations are mandated to establish and maintain accurate books and records as well as adequate measures to prevent corrupt practices.

In furtherance of this aim, the Company shall commit to:

- All forms of bribery and corruption are prohibited. KMSB upholds a zero-tolerance approach. In addition to bribery, Employees must not participate in any corrupt activity, such as extortion, collusion, breach of trust, abuse of power, trading under influence, embezzlement, fraud or money laundering.
- Bribery may take the form exchange of money, goods, services, property, privilege, employment position or preferential treatment. Employees shall not therefore, whether directly or indirectly, offer, give, receive or solicit any item of value, in the attempt to illicitly influence the decisions or actions of a person in a position of trust within an organisation, either for the intended benefit the Group or the persons involved in the transaction.
- This Policy applies equally to its business dealings with commercial ('private sector') and government ('public sector') entities, and includes interactions with their directors, Employees, agents and other appointed representatives at all levels. Even the perception of bribery is to be avoided.
- This Policy applies to all countries worldwide, without exception and without regard to regional customs, local practices or competitive conditions.
- No employee will suffer demotion, penalty or other adverse consequences for refusing to pay or receive bribes or other illicit behaviour, even if such refusal may result in the company losing business or experiencing a delay in business operations.
- KMSB recognises the value of integrity in its Employees and Directors. The Group's recruitment, training, performance evaluation, remuneration, recognition and promotion for all Employees, shall be designed to recognise integrity. The Group conducts due diligence on employees who holds or may be holding, Exposed Positions.
- KMSB does not offer employment to prospective Employees in return for previous favour/in exchange of improper favour.
- KMSB awards contracts and employee positions purely based on merits. Support letters in all forms shall not be recognised as part of the business decision making process.



JAMIE KOH BEE PING

Managing Director
March 2025