ANCOM LOGISTICS BERHAD **Registration No.: 196601000150 (6614-W)** **(Incorporated in Malaysia)**	Date of Revised Statement	29 July 2026
	Approved by the Board of Directors	29 September 2026
	Supersedes	Anti-Bribery & Anti-Corruption Policy dated 11 July 2024

ANTI-BRIBERY & ANTI-CORRUPTION POLICY

POLICY STATEMENT

Ancom Logistics Berhad ("ALB" or the "Group") adopts a zero-tolerance approach against all forms of bribery and corruption and is committed to conducting its business with integrity, transparency and accountability in compliance with all applicable anti-corruption laws and regulations, including the Malaysian Anti-Corruption Commission Act 2009.

This Policy establishes the overarching principles and standards governing ethical conduct across the Group and applies to all Directors, employees and persons associated with the Group, including business partners, contractors, suppliers and representatives.

The Group prohibits, whether directly or indirectly, the offering, giving, solicitation or acceptance of any form of bribe, gratification or improper advantage in the course of business dealings, including facilitation payments.

PRINCIPLES OF CONDUCT

The Group's anti-bribery and anti-corruption framework is guided by the following core principles:

- Integrity – All business dealings must be conducted honestly and ethically.
- Transparency – Decisions and transactions must be properly documented and capable of withstanding scrutiny.
- Accountability – Individuals are responsible for their actions and must comply with this Policy at all times.
- Fairness – Business decisions must be made objectively and without undue influence.

SCOPE AND APPLICATION

This Policy applies to:

- All Directors and employees of the Group (including temporary and contract staff); and
- All third parties acting on behalf of or in association with the Group.

All such persons are expected to uphold standards consistent with this Policy and applicable laws.

GOVERNANCE AND OVERSIGHT

The Board of Directors retains overall responsibility for establishing and overseeing the Group's anti-bribery and anti-corruption framework.

The Audit Committee assists the Board in monitoring the effectiveness of the framework, including reviewing significant matters relating to bribery, corruption and conflict of interest.

The Chief Integrity Officer ("CIO") is responsible for:

- Implementing this Policy;
- Overseeing compliance and advisory functions;
- Receiving and assessing reports of suspected misconduct; and
- Reporting material matters to the Audit Committee.

COMPLIANCE AND RESPONSIBILITIES

All Directors, employees and associated persons must:

- Comply with this Policy and all applicable anti-corruption laws;
- Avoid situations that may give rise to actual or perceived bribery or corruption;
- Exercise due care in business dealings, including interactions with public officials and third parties; and
- Promptly report any suspected or actual breaches of this Policy.

The Group shall not tolerate retaliation against any person who, in good faith, raises a concern or reports a violation.

IMPLEMENTATION THROUGH PROCEDURES

This Policy is supported by detailed procedures, guidelines and controls issued by the Group from time to time, which set out the operational requirements for compliance, including but not limited to:

- Gifts, hospitality and benefits;
- Donations, sponsorships and political contributions;
- Conflict of interest management;
- Third-party due diligence and procurement practices;
- Financial controls and approvals; and
- Reporting and whistleblowing mechanisms.

All Directors, employees and relevant third parties are required to comply with such procedures, which form an integral part of the Group's anti-corruption framework.

BREACHES

Any breach of this Policy or related procedures may result in disciplinary action, including termination of employment or contractual relationship, and may also expose the individual to civil and/or criminal liability under applicable laws.

REVIEW AND PUBLICATION OF THE POLICY

The Board shall publish the Policy in the Company's website at *www.ancomlogistics.com.my* to ensure transparency and accessibility to all Members, shareholders and stakeholders.

The Board shall review the Policy at least once every three (3) years and make such amendments as may be necessary to ensure that it remains relevant, effective and consistent with the applicable laws and regulations, the Board's objectives, the Company's needs, corporate governance best practices.

Changes to the Policy shall be subject to the approval of the Board.