




A member of **UEM** 

## **ANTI-CORRUPTION POLICY STATEMENT**

Cement Industries of Malaysia Berhad and its subsidiaries ("CIMA Group") are firmly committed to ensuring that all aspects of our business operations are rooted in principles of honesty and integrity. We have a resolute position of zero tolerance towards any forms of corruption.

CIMA Group is committed to:

- ▶ Adhering to the Malaysian Anti-Corruption Commission (MACC) Act 2009, and any other relevant laws, regulations, and directives pertaining to anti-corruption measures.
- ▶ Requiring full compliance with this Anti-Corruption Policy by CIMA Group's Board of Directors, employees, and business partners, in line with our core principle of "Integrity at Heart".
- ▶ Maintaining a robust framework for the establishment, periodical evaluation, and achievement of anti-corruption objectives, with an unwavering commitment to continually enhance the anti-bribery management system.
- ▶ Safeguarding the independence of the anti-corruption compliance function through the Integrity and Governance Unit ("IGU"), which has been given authority by the Board of Directors to oversee all matters related to corruption. The IGU maintains a direct and independent reporting line to CIMA Group Board Audit and Risk Committee.
- ▶ Promoting a culture free from misconduct and unethical behavior by providing a secure and protected channel for whistleblowers to report any improprieties within CIMA Group. Any form of retaliation or reprisal against whistleblowers who act in good faith is strictly prohibited and goes against the principles outlined in CIMA Group Whistleblower Policy.
- ▶ Prohibiting any forms of corruption by CIMA Group's Board of Directors, employees, and third parties acting on behalf of CIMA Group, including offering, providing, soliciting, or accepting bribes.
- ▶ Reserving the right to take appropriate actions, in accordance with relevant policies, procedures, and statutory requirements, against any individuals or parties who neglect or fail to comply with this Anti-Corruption Policy.

**HAIROL AZIZI BIN TAJUDIN**  
Managing Director  
Cement Industries of Malaysia Berhad  
1 February 2025