



RESERVOIR LINK ENERGY BHD

ANTI-BRIBERY AND CORRUPTION POLICY

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1. PURPOSE

The purpose of Anti-Bribery and Corruption Policy (“**ABC Policy**” and / or “**this Policy**”) is to set out Reservoir Link Energy Bhd (“**RLEB**” or “**the Company**”) and its subsidiaries (collectively known as “**the Group**”)’s responsibilities to comply with laws and regulations in relation to bribery and corruption and provide guidance on how to recognise and deal with bribery and corruption issues, to ensure that the Group’s business is conducted in a socially ethical manner.

2. POLICY STATEMENT

The Group is committed to conduct business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate; to implement and enforce effective systems to counter bribery and corruption. We shall constantly uphold all laws relating to anti-bribery and corruption in all the jurisdictions in which we operate.

Any breach of this policy or local law could result in disciplinary action being taken and ultimately could result in dismissal. Further legal action may also be taken in the event that the Group’s interests have been harmed as a result of non-compliance and/or misconduct.

This Policy leverages on the values and core principles set out in the Group’s Code of Business Conduct (“**COBC**”). This Policy shall be read together with other related documents stated in Section 3 below.

3. APPLICABILITY

We are bound by the laws in pursuant to Malaysian Anti-Corruption Commission (Amendment) Act 2018, the Prime Minister’s Department Guidelines on Adequate Procedures pursuant to Subsection (5) of Section 17A of the MACCA (as may be amended from time to time), Malaysian Penal Code 1936, Malaysia Anti-Money Laundering Act 2011 and Malaysia Companies Act 2016 in regard to our conduct. This Policy applies to all countries worldwide, without exception and without regard to regional customs. In cases of conflict between mandatory law and the principles contained in this Policy, the law shall prevail.

This Policy applies to all employees and any potential / existing business associates engaged in activities with the Group. Any arrangement the Group makes with these parties is subject to clear contractual terms, including specific provisions that require the third party to comply with minimum standards and procedures relating to anti-bribery and corruption outlined in the Anti-Bribery Management System.

4. REFERENCE

This policy should be read in conjunction with the established Standard Operating Procedures, as well as the following Company’s policies and guidelines:

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Location	Policies and Guidelines
Publicly available	• Code of Business Conduct (COBC)
	• Whistleblowing Policy
The Group's internal document	• Risk Management Policy
	• Employee Handbook
	• Delegation of Authority Limit (DAL)
	• Guideline on Declaring Conflict of Interest
	• Guideline on Providing and Receiving of Gifts, Entertainment, Hospitality and Travel
	• Guideline on Granting of Donations and Sponsorships
	• Guideline on Due Diligence on Employees and Business Associates
	• Guideline on Training and Communication

5. DEFINITIONS

For the purpose of the policies and guidelines prescribed under this Policy,

“ABMS” means the Group’s Anti-Bribery Management System, which specifies anti-bribery policies and procedures implemented to prevent, identify, and deal with any bribery.

“Bribery” means offering, giving, soliciting or accepting of an undue advantage of any value (which could be financial or non-financial), directly or indirectly, and irrespective of location(s), in violation of applicable law, as an inducement or reward for a person for acting or refraining from acting in relation to objectivity and performance of that person’s duties.

“Corruption” means “the abuse of entrusted power for personal gain”. In its wider sense, corruption includes bribery, extortion, fraud, cartels, abuse of power, embezzlement, and money laundering. It constitutes criminal offences in most jurisdictions with illegal profit to individuals / entities as their objectives.

“Business associates” means any individual or organisation which the Group comes into contact with during the course of work, and includes actual and potential clients, customers, suppliers, distributors, business contacts, agents, advisers, and government or public bodies, including their advisors, representatives and officials, politicians and political parties.

“Employee” means all individuals working at all levels and grades, whether permanent, fixed-term or temporary, including directors, senior managers, officers, executives, staff, consultants, contractors, trainees, seconded staff, casual workers and agency staff, volunteers, interns, agents, or any other person associated with us, or any of our subsidiaries or their employees, wherever located.

“Top-level management” means all directors and Management Committee of the Company.

“Facilitation payment” means a form of unofficial payment made with the purpose to secure or expedite the performance of a routine or necessary action.

“Political contribution” means any contribution, made in cash or in kind, to support a political cause.

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“Public Official” means includes, without limitation, public or government official, any person having public official functions or acting in a public official capacity, candidates for public office, officials of any political party, and officials of state-owned enterprises.

6. ANTI-BRIBERY COMPLIANCE FUNCTION

The Company shall establish and maintain an anti-bribery and corruption compliance function within the Corporate Services Department under the responsibility of Head of Corporate Services (with the assumed role of Chief Integrity Officer) for all anti-bribery and corruption compliance matters, including:

- Oversee the design and implementation of ABMS;
- Provide advice and guidance to employees and business associates on implementation of ABMS and issues relating to bribery and corruption;
- Monitor and report the performance of ABMS to top-level management on an annual basis.

The Company shall adequately resource a personnel / a team to perform anti-bribery and corruption compliance function, in which the personnel / team shall be adequately ensured of appropriate competence, status, authority and independence.

When in doubt: employees and business associates shall consult with the following people for advice when they are unsure about their obligations under this policy:

- **Head of Corporate Services**

7. CORRUPTION RISK ASSESSMENT

The Group considers risk assessment to be the fundamental to good management practice and a significant aspect in preserving the integrity infrastructure to prevent / detect corruption. Top-level management believes that the risk assessment must be effective and embedded at all levels of the organisation to intermittently assess the corruption risks when necessary — i.e., a periodic (e.g., annually) risk assessment on corruption risk, and upon reasonable suspicion for exposure to bribery and corruption risks such as significant change in the business landscape, or prior entering into any formalised relationship with employees / business associates. The risk assessment shall include but not limited to:

- opportunities for corruption and fraud activities resulting from weaknesses in the organisation’s governance framework and internal systems / procedures;
- financial transactions that may disguise corrupt payments;
- presence of business activities in countries / sectors with high corruption risk;
- potential non-compliance of business associate acting on behalf of the Group regarding legal and regulatory requirements related to anti-corruption.
- relationships with third parties in its supply chain (e.g., agents, vendors, contractors, and suppliers) which are likely to expose the Group to corruption.

The risk assessment is facilitated by the development and implementation of the Risk Management framework specific to the Company’s business and the organisational context. The design of this framework reflects the principles and the process outlined in generic guidelines on risk management by International Organization of Standardization (“ISO”) 31000, A Guide for Anti-Corruption Risk Assessment by the UN Global Compact, and Guidelines on Adequate Procedures

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by the MACC, in which this section provides an extension (in the context of corruption) to the Company's existing risk management policy and procedure as set out in the Group's **Risk Management Policy**.

8. CONFLICT OF INTEREST

As set out in the COBC, conflict of interest exists when an employee is / could be influenced by a personal interest in carrying out his / her duties in the Group's business environment and activities. A conflict of interest can be intentional, perceived or potential. Conflict of interest is an act that leads to partial decision making which constitute the element of a corrupt conduct.

Conflict of interest may arise directly or indirectly through an intermediary, such as third party, friends or family. As such, the Company requires all employees to report any actual or potential conflict of interest such as family relation, financial relation or other connection directly or indirectly related to their line of work on a regular basis (as outlined in **RLEB-ABMS-002 Guideline on Declaring Conflict of Interest**).

9. GIFTS, ENTERTAINMENT, HOSPITALITY AND TRAVEL

The Group prohibits any giving and receiving of gifts, entertainment, hospitality, and travel ("GEHT"), i.e., "No GEHT" policy, in any business dealing amongst the Group's employees, business associates, or any other third party, which may influence his / her course of duty and result in adverse impact to the Group's interests in relation to business / non-compliance to applied laws and regulations.

The Company emphasizes that the employees must not directly or indirectly made to, or to accept any GEHT, from any party, without exception and without regard to regional customs, which will adversely influence his / her course of duty.

However, the Company is aware of the reality of commercial and business practices that GEHT giving and receiving are a central part of business etiquette. If a gift is deemed appropriate, a Corporate Gift for a specific purpose is encouraged as opposed to a Personal Gift. GEHT must be reasonable and proportionate to the position of the Government official / third party such that no obligation is created by the GEHT resulting in a decision to the advantage to the Group. Hence, subject to limited exception, the employees are only allowed to give or accept festive-related gifts and entertainment on the condition that the value is reasonable as defined.

Although generally RLEB practices a No GEHT Policy, there are certain exceptions to the general rule whereby the receiving and provision of gifts are permitted in the following situations:-

- a) Exchange of gifts at the company-to-company level (e.g. gifts exchanged between companies as part of an official company visit/courtesy call and thereafter said gift is treated as company property);
- b) Gifts from company to external institutions or individuals in relation to the company's official functions, events and celebrations.
- c) Gifts from RLEB to employees and directors and/or their family members in relation to an internal or externally recognised Company function, event and celebration (e.g. Long service award or retirement recognition);

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- d) Token gifts of nominal value normally bearing the RL logo or (e.g. t-shirts, pens, diaries, calendars and other small promotional items) that are given out equally to guests attending events such as conferences, exhibitions, training, trade shows etc. as part of the company's promotional activities and corporate branding; and
- e) Gifts to external parties who have no business dealings with RL (e.g. monetary gifts or gifts in-kind to charitable organisations).

All GEHT shall be recorded and those which exceeded defined threshold shall be declared to Head of Corporate Services for approval before they are given to or accepted from external parties. Further details are set out in **RLEB-ABMS-003 Guideline on Providing and Receiving of Gifts, Entertainment, Hospitality and Travel**.

10. DONATIONS AND SPONSORSHIPS

Only charitable contributions (i.e., donations or sponsorships in cash, or in kind) may be given to legitimate charities for proper charitable purposes, or pursuant to the Company's Corporate Social Responsibility initiatives, for purpose of local community or welfare development. Charitable contributions must be documented for Group CEO/MD's approval and subject to the guidelines stipulated within the Group to ensure the funding never improperly influences a business outcome. Further details are set out in **RLEB-ABMS-004 Guideline on Granting of Donations and Sponsorships**.

We do not make political contribution to any association or parties which may be perceived / constitute the element of favour returned to the Company. The Company will not make any reimbursement to the employee or business associates on any payment made.

11. ANTI-MONEY LAUNDERING

Corruption and money laundering are closely linked. In this context, money laundering occurs when the proceeds from Corruption activities are hidden in legitimate business dealings, or when legitimate funds are used to support criminal activities, including financing terrorism. It is a crime under relevant anti-money laundering laws, and the penalties are severe and can include extradition and incarceration in foreign jurisdictions.

The Group objects any practice related to money laundering, including dealing with proceeds of criminal activities, or make payments to agents / intermediaries to offshore accounts which results in non-compliance to applied laws and regulations. The Group exercises its activities with due care; with due diligence on prospective business associates to understand their business and background.

12. FACILITATION PAYMENTS

All employees of the Group are strictly prohibited to give or accept facilitation payments for expediting or securing an action or approval made in return to the advantage of business. All payments made to or accepted from external parties must be supported with appropriate evidence to avoid violation of this payment.

Exception: There are certain situations or circumstances where an employee is faced with having to make facilitation payments in order to protect a human life, limb or liberty. In dangerous

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situations like this, the employee is allowed to make payments, but he / she must immediately report to the Group CEO/MD. Making facilitation payment in such a situation is the only exception which can be used as a defence when faced with allegations of bribery and corruption.

13. DEALING WITH PUBLIC OFFICIALS

A 'public or government official' as defined which includes, without limitation, candidates for public office, officials of any political party, and officials of state-owned enterprises.

Caution must be exercised when dealing with public officials as the laws of bribery and corruption in some countries are more stringent and provides for stricter punishments. Providing gift, entertainment or corporate hospitality to public officials or their family/ household members is generally considered a 'red flag' situation in most jurisdictions.

Employee and directors are prohibited from paying for non- business travel and hospitality for any government official or his/her family/household members without permission from Head of Corporate Services.

If approval is obtained to provide gift, entertainment or corporate hospitality to public officials, please ensure that the gift, entertainment or corporate hospitality is not excessive and lavish, and must commensurate with the official designation of the public official and not his personal capacity. The local laws governing the activity must be abide and to ensure compliance.

14. DUE DILIGENCE

The Group shall conduct due diligence on their employees and business associates, either on a regular or one-off basis, in particular where there is significant exposure to bribery and corruption risk. As part of the Group's due diligence procedures, documentation about customers and business associates shall be screened; interviews shall be necessarily conducted, to understand their background and ensure that they are involved in lawful activities. Further details are set out in **RLEB-ABMS-005 Guidelines on Due Diligence on Employees and Business Associates**.

15. FINANCIAL AND NON-FINANCIAL CONTROLS

The Group adopts segregation of duties for all job junctions (i.e., financial and non-financial related). Designated personnel for preparing, verifying and approving each transaction / activity is documented in written procedures (i.e., ISO Procedures, Accounting Policies and Procedures and Delegation of Authority Limit) and communicated to employees of the Group for adherence.

16. RECORD KEEPING

Records include accounts, invoices, correspondences, memoranda, discs, meeting papers, books, and other documents or transcribed information of any type. Heads of Department must maintain written records to evidence that adequate financial and non-financial controls established within the Group has taken place to mitigate any bribery / corruption risks. All the records shall be retained for at least seven (7) years from its date of generation, to enable the Group to comply with any requests from the relevant authorities.

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17. RAISING A CONCERN

Employees, business associates and any external parties are encouraged to raise concerns in good faith about any issue or suspicion of malpractice at the earliest possible stage. If the individual is unsure whether a particular act constitutes bribery or corruption, or if there are any other queries or concerns, these should be raised through the confidential helpline set out in the Company's **Whistleblowing Policy**.

18. TRAINING AND COMMUNICATION

All new employees will be briefed about this policy as part of their induction training on first working day and all existing employees will receive regular training; including, but not limited to compliance with laws, regulations or internal written procedures relevant for the Group's line of business and the position they hold in the Group.

The Group acts with due care before engaging with new business associates and ensure that they acknowledge the Group's commitment on prohibiting bribery / corruption activities within the Group. Head or Corporate Services shall ensure a copy of the ABC Policy, the Group's COBC and Whistleblowing Policy (which is also publicly published on the Company's website) are made available to each business associate through a periodic (e.g., annually) reminder email. Further details are set out in **RLEB-ABMS-006 Guideline on Training and Communication**.

19. MONITORING AND REVIEW

Established anti-bribery and corruption compliance function within Corporate Services Department under the responsibility of Head of Corporate Services shall oversee implementation of the Group's ABMS and assess its effectiveness on mitigating bribery / corruption risks within the Group. Periodical review must be performed on ABMS implementation and results of assessment will be reported to top-level management on an annual basis.

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EMPLOYEE RECEIPT AND ACKNOWLEDGEMENT FORM FOR ANTI-BRIBERY AND CORRUPTION POLICY

I hereby declare that I have read and understood Reservoir Link Energy Bhd's Anti-Bribery and Corruption Policy. I agree that I will not offer, promise, give, request, agree to receive, or accept any bribes:

- (a) in the course of my employment;
- (b) when conducting outside business related to the Company; or
- (c) when representing the Company in any capacity.

I also agree that I will report any suspicious conduct that may tantamount to a bribe being offered, promised, given, requested or accepted (either involving me or another employee or person acting for, or on behalf of, the Company) immediately to the relevant individuals within the Company in accordance with the requirements and provisions set out in the Policy.

I further affirm that I am fully aware of the consequences which may follow as a result of breaching the Policy.

Signature: _____

Name:

NRIC No.:

Date: