

Date : 1 February 2024

DEAR VALUED BUSINESS PARTNERS,

**ANTI-BRIBERY AND ANTI-CORRUPTION CODE OF PRACTICE**

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The above subject matters refer.

URC Snack Foods (Malaysia) Sdn Bhd and its group of companies (hereinafter referred as "URM") would firstly like to express our gratitude and appreciation towards your continuous support as our valuable business partner.

In alignment with Malaysian Anti-Corruption Commission Act 2009 ("MACC Act 2009") and in view of long term business sustainability for URM and its business partners, URM has established Anti-Bribery and Anti-Corruption Code of Practice ("ABAC Code") as a pledge and commitment to always adhere with related anti-bribery and anti-corruption laws and regulation as well as to uphold our commitments to high level of integrity and transparency in all our business dealing.

URM adopts ZERO TOLERANCE against all forms of bribery and corruption. We humbly request our business partners to adhere to the same commitment and same level of integrity (or higher standard) for mutual benefits and best interest.

The copy of the ABAC Code is attached herewith for your further reference and its also available on our website <https://www.urb.com.my/>. We highly appreciate you to take your time to read and understand the ABAC Code and disseminate it to your employees or any other party engaged by you who will be performing any supply and/or service for URM. Thereafter, kindly return to us a signed copy of Business Associate and Third-Party Stakeholder Declaration of Integrity Form as enclosed herewith for our record.

For any clarification in relation to this ABAC Code, kindly email our Legal and Corporate Affairs Department at [legal@urb.com.my](mailto:legal@urb.com.my). Shall you wish to report any concerns, potential violation or actual violation in relation to this ABAC Code or any compliance matter related to URM, please lodge your report via our whistleblowing channel as following:

| No | Whistle Blowing Policy / Open Door Policy Channel                      |
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| 1. | Email to: <a href="mailto:speak.up@urb.com.my">speak.up@urb.com.my</a> |
| 2. | Email to: <a href="mailto:feedback@urb.com.ph">feedback@urb.com.ph</a> |
| 3. | Digital platform: URVoice  |

We highly appreciate your kind understanding and cooperation.

Thank you.

For on and behalf of URC Snack Foods (Malaysia) Sdn Bhd and its group of Companies,



**RODNEY WONG KAI HENG**  
Chief Executive Officer