



"NO GIFT" POLICY

The Group adopts "No Gift" Policy whereby all directors and employees shall not solicit, demand or accept directly or indirectly, any gift from third parties, at any time on or off the work premises. The Group strictly prohibited directors and employees to accept gifts in the form of cash or cash equivalent, excessive or lavish entertainment from third parties.

In principle, the gift received by the Group shall not:

- Perceived as extravagant, lavish or excessive which may adversely affect the reputation of the Group;
- Given in the course of their official duties or in connection with any transaction which may be affected by the functions of their office;
- Illegal or violation of laws;
- Part of an attempt or agreement to do anything in return;
- Given to influence the actions of directors or employees; or
- Create the appearance of a conflict of interest.

This revised policy was approved by the Board of Directors of TDM Berhad on 7 December 2020.