

ANTI-BRIBERY MANAGEMENT SYSTEM (ABMS) POLICY

UEMS Solutions Pte Ltd is committed to conducting its operations fairly, honestly, and openly, in line with applicable legislation, and to the highest standards of honesty and transparency in our operations both locally and internationally. We advocate for ways to **prevent, detect and respond** to bribery in the Company's domestic and international operations.

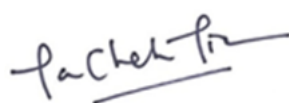
The organisation has **zero tolerance for corruption**. This includes active bribery (the offering, promising or giving of a bribe) and passive bribery (the requesting, consenting to receive or accepting of a bribe) including kick-backs, any form of gift, hospitality, donations and similar benefits. In addition, the organisation believes that combating bribery serves the greater good of society.

The organisation is concerned with protecting its operations, reputation, and relevant stakeholders, such as investors, shareholders, management, and employees, from the adverse effects of bribery and other forms of corruption. It is, therefore, committed to preventing bribery by its employees and any third parties acting on its behalf. We encourage whistleblowing and will protect the interests of all **whistleblowers** and protect them from exposure, ensuring that no employee is vulnerable to retaliation, discrimination, or disciplinary action.

The organisation will take reasonable measures to prevent bribery in its operations. If corruption is proven, the organisation will take decisive action, including dismissal and legal action. Bribery committed by organisation staff members or anyone acting on their behalf shall be handled as a disciplinary severe infringement.

The organisation's **Anti-bribery Compliance Function** is responsible for overseeing the planning and effective implementation of the ABMS. The function reports the ABMS performance to Top Management.

The Anti-bribery Policy shall be communicated via email, awareness training, events, and meetings to all employees and persons working on behalf of the Company. All employees and persons working on behalf of the Company must be briefed and familiarised with the Policy's requirements. The Company will ensure effectiveness through genuine intent, implement control measures, conduct a regular review of the Bribery Risk Assessment, conduct Due Diligence on personnel, eliminate conflicts of interest with relevant interested parties, conduct an Internal Audit and Management Review, and promote continual enhancement of the ABMS as a whole.



Tan Cheh Tian (Ms.)

Chief Executive Officer, UEMS Singapore & Taiwan

for and on behalf of

UEMS Solutions Pte Ltd

15 September 2023