

## ANTI BRIBERY & CORRUPTION POLICY

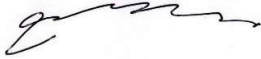
The ChemPro's Anti Bribery & Corruption policy provides the foundation for all business activities within the organization and our business partners. To achieve full compliance with this policy

- ChemPro is committed to running our business operations on a foundation of Integrity, Transparency and Honesty. ChemPro will devise and improve our processes continuously to prevent direct or indirect bribery, in order to safeguard and uphold our values.
- ChemPro adopts a zero-tolerance policy towards any forms of corruption and bribery in our business. ChemPro and employees have to observe the anti-bribery and anti-corruption legislations and regulations in the countries where we have business activities in and undertake ourselves to not engage in any corrupt or improper practices.
- ChemPro does not allow our employees to solicit or accept any benefits such as commissions, gifts in cash or kind, gifts that are more than nominal value, or any other service, favour or advantage of any description whatsoever, from any organisation, firm or individual with whom they deal with in the course of the employment.
- ChemPro does not allow our employees to promise or offer to give any benefits such as commissions, gifts in cash or kind, gifts that are more than nominal value, or any other service, favour or advantage of any description whatsoever, to any individual of external parties with whom they deal with in the course of the employment.
- ChemPro has clear guidelines with regard to the declaration of conflict of interest and the receipt of corporate gifts and any other benefits from our business partners which our employees are obliged to adhere to.
- ChemPro has an internal reporting structure, procedures and channels that are secure and accessible for our employees to raise concerns and report violations or suspicious activity.

If our employees are established to have been involved in prohibited practices, they may be subjected to disciplinary actions, including immediate dismissal of employment and/or referral to relevant law enforcement authorities.

ChemPro will also strive to ensure that our business partners share our zero-tolerance policy against corruption and bribery. ChemPro will avoid engaging in business dealings with those known or reasonably suspected to be engaging in corruption and bribery.

In this regard, every associate and staff has a role in making sure that ChemPro can work with all business partners in full compliance with anti-bribery and anti-corruption requirements. This Policy illustrates our commitment to ensure full compliance at all times in all business dealings.



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Hu Wing Ko  
01 January 2025