



ANTI-BRIBERY & ANTI-CORRUPTION POLICY STATEMENT

Q3 Management Solutions Sdn. Bhd. (“Q3Solutions” or “The Company”) is committed to conduct its business operations with high standards of integrity, accountability, transparency.

The Anti-Bribery & Anti-Corruption Policy applies to all Q3Solutions Directors, Employees, Interns, Associates, and Third Parties, including but not limited to agents, partners, trainers, service providers, prospective clients and any other party engaged with or act on behalf of Q3Solutions.

The Company is committed to fully complying with all relevant anti-bribery and anti-corruption laws, including, but not limited to:

- the Malaysian Anti-Corruption Commission (MACC) Act 2009;
- the MACC (Amendment) Act 2018, including Section 17A on Corporate Liability;
- Q3Solutions internal Policies and procedures; and
- other applicable anti-bribery and anti-corruption laws.

Q3Solutions maintains a **ZERO TOLERANCE** policy against all forms of bribery and corruption. All Directors, Employees, Interns, Associates, and Third Parties are strictly prohibited from offering, giving, soliciting, accepting, or receiving any bribe, kickback, facilitation payment, improper commission, or any unfair advantage for personal or business gain in any dealings conducted on behalf of The Company.

In addition, Q3Solutions strictly forbids any abuse of authority or position for personal or business gain. All business and employment decisions must be based in merit, transparency, and legitimate business considerations, free from conflicts of interest, favouritism, or improper influence.

Any breach of the Anti-Bribery & Anti-Corruption Policy and/or applicable laws may result in stern disciplinary measures, including suspension, termination, and/or legal proceedings.

Q3Solutions encourages all stakeholders and members of the public to report, in good faith, any suspected improper conduct by emailing to whistleblowing@q3solutions.com.my. The Company strictly prohibits retaliation against individuals who raise concerns responsibly and is committed to safeguarding their confidentiality and identity.

Integrity is our Core Value.

A handwritten signature in black ink, appearing to read 'Emiliawati Zainol', written in a cursive style.

EMILIAWATI ZAINOL
Managing Director,
Q3 Management Solutions Sdn. Bhd.
31 December 2025