



## SPONSORSHIP POLICY

### 1. INTRODUCTION

Duopharma Biotech Berhad (“Duopharma Biotech” or the “Company”) is committed to achieving the highest standards of ethical conduct and complying with all applicable laws in the countries where it conducts business. The objective of this guideline is to ensure that sponsorships received from customers, suppliers, other commercial business associates and Government Officials comply with Duopharma Biotech’s values, Company’s policies and all applicable laws.

Certain suppliers and sub-contractors have been known to offer, or have been approached to sponsor sporting events, annual dinners, advertising, paying for parties, and the like. Sponsorship authorisation shall be dealt with in line with the policy on gifts.

### 2. PROCESS FOR DECLARATION & APPROVAL

Sponsorships which are accepted directly by the Company/Duopharma Biotech’s Sports Club (“KSDBB”) personnel must be monitored for compliance by the Group Internal Audit & Integrity Department or the Integrity Champions at the respective regional offices, and must be receipted and reported in accordance with procedures outlined below:

- Written approval **must** be obtained from the highest approving authority in the Company prior to submitting the request for sponsorship to customers, suppliers, sub-contractors and other commercial business associates. Details of the event/program must be attached to support the request made.
- Sponsorship in cash form can only be received via direct bank-in into the Company’s Account or Duopharma Biotech’s Sports Club registered bank account.
- The receipts of all sponsored items (and the name of the sponsors) must be documented and a copy of the listing must be given to the Group Internal Audit & Integrity.
- All sponsored items are to be given out in a lucky draw. **Only staff of Grade JG15 and below (Manager I and Below) are entitled to the lucky draw.** A register of the lucky draw winner and the item won must also be maintained and submitted to the Group Internal Audit & Integrity for records and monitoring purposes.

### 3. PROHIBITED SPONSORSHIP

- The sponsorships are in contravention of applicable Federal or State laws or Company policies. These laws include the Malaysian Anti-Corruption Commission Act 2009 (Act 694), Section 595 of the Malaysian Companies Act 2016, Prevention of Corruption Act (Chapter 241) Singapore, Republic Act No.3019 of the Philippines, U.S. Foreign Corrupt Practices Act, U.K. Bribery Act and local anti-bribery laws.
- The purpose of the sponsorship is to obtain an Improper Benefit (i.e. to improperly obtain or retain business or to obtain an advantage in the conduct of business; to induce the recipient to perform some function improperly).
- Receipt of cash (or a cash-equivalent) sponsorship by an employee or representative of the Company.
- The sponsorships would obligate the Company or its personnel to undertake duties, financial or otherwise, which it may not be fully capable of meeting for a period required by the terms and conditions of sponsorships.
- The sponsorship constitutes a request to the Company to operate a commercial endeavour for the sole benefit of the donor or a related person or entity.

The Group Managing Director holds the right to reject any sponsorships that are not in the best interest of the Company.

All employees shall, if in doubt as to the nature or purpose of the sponsorship consult the Head of Group Internal Audit & Integrity who shall decide, either in consultation with the Group Managing Director and/or Audit & Integrity Committee Chairman or through his own accord, the course of action in respect of such sponsorships.

### 4. REQUIRED DOCUMENTATION & AUDIT VERIFICATION

The following documents are to be submitted to the Integrity Manager in the Group Internal Audit & Integrity Department:

- i. Approval by the highest approving authority (Group Managing Director/Patron of Duopharma Sports Club) on the request for sponsorship;
- ii. Sponsorship request/reporting form
- iii. List of items sponsored by the third parties;
- iv. List of cash banked-in by the third parties;
- v. List of items purchased using the cash received from third parties; and
- vi. List of recipients of the sponsored items

## 5. SPONSORSHIP PROCESS MAP

