

BUSINESS ETHICS POLICY

It is the policy of Duopharma Biotech Berhad and its Group of Companies to maintain the highest ethical standards and thereby keep its reputation with and ensure its acceptability to governments, regulatory bodies, communities and all those with Duopharma Biotech conducts business or has dealings. This requires all Directors, Employees and Business Associates to maintain the highest standard of honesty, integrity and trustworthiness in the day-to-day performance of their duties and in any situation where they are representing Duopharma Biotech.

The following are the undertaking:

- All Directors, Employees and Business Associates have the right to expect and the responsibility to ensure that Duopharma Biotech's business is conducted with high ethical standards and Integrity.
- Duopharma Biotech will operate in compliance within the ambit of the law, regulations and internal policies.
- Duopharma Biotech recognises Diversity, Equity & Inclusion in its operations and embeds a culture where everyone feels welcome, has access to opportunity, is supported to thrive, and provides a workplace free from discrimination and harassment.
- As a matter of policy, we do not make political donations/ contributions.
- No gratification, corruption, bribes or kickbacks shall be received or given.
- Duopharma Biotech Director's and Employees are expected to diligently avoid any real, potential or perceived conflict of interest.
- Directors, Employees and Business Associates are encouraged and supported to report, in confidence, any suspected wrongdoing through Duopharma Biotech's whistleblowing channels ("Speak-Up-Pharma").



TAN SRI DATIN PADUKA SITI SA'DIAH BINTI SH BAKIR
NON-INDEPENDENT,
NON-EXECUTIVE CHAIRMAN

DATE: 30 JUNE 2023