

ANTI-BRIBERY MANAGEMENT SYSTEM POLICY



TNB INTEGRATED LEARNING SOLUTION SDN.BHD

200601004984 (724733-U)

(A Wholly Owned Subsidiary of Tenaga Nasional Berhad)

In TNB Integrated Learning Solution Sdn. Bhd. (ILSAS), ethics and integrity are indispensable to our vision and mission. We act with honesty and adhere to the highest standards of moral and ethical values and principles through our individual and professional behaviour.

TNB-ILSAS strives to maintain the highest standards of ethical conduct and corporate responsibility through the application of the following principles:

- **Compliance with national and international laws and regulations, which is required as a minimum standard.**
- **Reputable business practices must be applied company-wide.**
- **Conflicts of interest must be declared and appropriate arrangements made to ensure that those with a material interest are not involved in the decision making process.**
- **Improper payments of any kind are prohibited. Similarly, no gift of material value and which may be interpreted as a form of inducement should be accepted or offered by our employees, directors or agents acting on our behalf.**
- **Reporting of business performance should be undertaken in such a way that senior management is fully and properly informed concerning the true performance, risks and opportunities of business in a timely manner.**
- **Ethical issues must be dealt with in an efficient and transparent manner. A positive contribution to society as a whole, and specifically to the communities in which we operate, must be ensured.**
- **We must seek to influence our suppliers, vendors and contractors to operate to similar high standards as ourselves.**

Integrity is about people doing the right thing - not looking for personal gain or to reward other by taking advantage of ambiguity or uncertainty in the law or in the company's policies and procedures. All employees, including company executives, officers and senior level managers, as well as members of TNB's board of directors are each expected not only to champion the policy, but also to protect it - questioning and reporting any practice or activity that conflicts, or appears to conflict with the Company's ethical standards.

“BETTER LEARNING. BRIGHTER FUTURE”

ZULKIFLI BIN SALAHUDIN

Managing Director

TNB Integrated Learning Solution Sdn. Bhd. – ILSAS

12 November 2025