

**C.R.C.K.2 APHIVATH
CAOUTCHOUC CO., LTD**

KINGDOM OF CAMBODIA
Nation - Religion - King

No.: QD/CRCK2

Kampong Thom, January 02, 2024

DECISION

On anti-corruption regulations

GENERAL DIRECTOR OF C.R.C.K.2 APHIVATH CAOUTCHOUC CO.,LTD

- Pursuant to the Decree No. 0410/004 dated April 17, 2010 of the King, Kingdom of Cambodia promulgating the Anti-Corruption Law.

- Pursuant to the Company's Charter approved by the Council for the Development of Cambodia/Cambodian Investment Board through the Document No. 4992/23 dated November 16, 2023 and registered with the Ministry of Commerce on November 24, 2023.

- At the proposal of the Head of the Organization and Administration Department of the Company,

DECIDES

Article 1. To issue the Anti-Corruption Regulations in the Company.

Article 2. Professional departments, affiliated units and all employees and staff in the Company are responsible for implementing this decision.

Article 3. This decision takes effect from the date of signing./.

Recipients:

- *As Article 2;*
- *Filing: Archives.*

GENERAL DIRECTOR

ANTI-CORRUPTION REGULATIONS

(Issued with the Decision No. dated January 02, 2024 of the General Director of
C.R.C.K.2 APHIVATH CAOUTCHOUC CO.,LTD)

Section I: GENERAL PROVISIONS

Article 1. Corruption is understood as the act of any employee or staff who holds a position or authority or is assigned a task or authority and has taken advantage of the assigned position for his/her own benefits or for his/her group, causing damages to the state and the Company.

Article 2. Corruption acts are manifested in the following forms and contents:

1. Embezzling assets of the State or Company.
2. Accepting bribes in any form.
3. Abusing positions and powers to appropriate assets of the State or Company.
4. Taking advantage of positions and powers when performing duties for personal gain.
5. Taking advantage of powers while performing duties.
6. Taking advantage of positions and powers to influence others for personal gain.
7. Implement forgery in work for personal gain.
8. Giving bribes or brokering bribes to resolve work of agencies, organizations, units or localities for personal gain.
9. Taking advantage of positions and powers to illegally use public assets for personal gain.
10. Harassing for personal gain;
11. Failing to perform, improperly or incompletely performing duties or public services for personal gain;
12. Taking advantage of positions and powers to cover for the person who violates the law for personal gain; obstructing or illegally interfering with supervision, inspection, examination, audit, investigation, prosecution, trial and execution of judgments for personal gain.

Section II: ANTI-CORRUPTION MEASURES AND POLICIES

Article 3. Strictly comply with the anti-corruption regulations of the Kingdom of Cambodia.

Article 4. Corruption in any form is strictly prohibited within the Company. The Company shall not tolerate any corruption practices including concealment, ignoring or retaliation against those who have complained or denounced corruption acts.

Article 5. When carrying out production and business activities, it is required to ensure:

1. Strictly implement the law and administrative discipline, ensuring that the Company's powers are exercised properly, effectively, healthily and that the control of powers is effective.

2. Develop and perfect the regulations on the functions, tasks and powers of organizations and individuals in the unit. Perfect the regulations and procedures for management and supervision of finance, assets, forest resources and forest land. Strictly implement and closely monitor the above regulations, procedures and processes to enhance capacities and clarify the responsibilities of each organization and individual, thereby preventing the abuse of positions and powers for corruption.

3. Be public, transparent and create all conditions for all employees and staff to easily and conveniently access information about the organization and management activities of the Company, especially information about decisions related to the rights and interests of employees a staff, workers and about those who violate the anti-corruption law. Ensure the supervision right of organizations and unions, create favorable conditions for organizations and unions to exercise their supervision right to organizations, employees and staff of the Company.

4. All petitions, complaints, denunciations and findings of corruption are received, promptly verified, investigated and strictly handled in accordance with the provisions of law. At the same time, the handling results are publicly announced.

5. Finances and assets lost due to corruption shall be recovered; organizations and individuals causing losses shall compensate or have their assets recovered. Organizations and individuals with achievements in anti-corruption shall be rewarded by the Company.

Article 6. Professional departments and affiliated units are responsible for propagating, raising awareness, and taking decisive and timely actions on anti-corruption for employees and staff in their units. Prevent, handle within their authority and promptly report on corruption acts and their corruption prevention results to the Company's leaders.

Article 7. Each employee and staff in the Company shall be aware of and voluntarily exercise their assigned rights and responsibilities. Self-control their duties and tasks assigned by the Company and strictly comply with the anti-corruption regulations.

Article 8. Handling of complaints and denunciations on anti-corruption

1. Organizations and individuals who discover acts of corruption in the Company shall report and make a petition, complaint or denunciation to the Head of the Organization - Administration Department or the Company's leaders.

2. The Head of the Organization - Administration Department is the person who directly receives information or complaints or denunciations of corruption acts sent by organizations and individuals. Immediately after receiving information or petitions, he/she must report to the Company's leaders and proactively organize an investigation, detect and propose solutions to the Company's leaders. During the investigation process, the Head of the Organization - Administration Department may consult or invite relevant departments, especially representatives of organizations and unions of employees and staff in the Company to participate.

3. Based on the report of the Head of the Organization - Administration Department, the Company's leaders shall decide not to accept the denunciation or to take disciplinary action against the person who commits acts of corruption. In case of applying disciplinary action, it must be approved by the Company's Discipline Council. Depending on the severity of the act and attitude of the violator, disciplinary measures shall be applied: Reminding, criticism, reprimanding, warning, job transfer, demotion, salary reduction or forced resignation.

4. For violations beyond the Company's authority, the competent authority of the Kingdom of Cambodia shall investigate and handle them according to the provisions of law.

Section III: IMPLEMENTATION ORGANIZATION

Article 9. Professional departments, affiliated units as well as all employees and staff in the Company shall be responsible for implementing these regulations.

Article 10. The Head of the Organization - Administration Department is responsible for summarizing information and periodically reporting to the Company's leaders on the implementation of anti-corruption regulations in June and December every year. Through inspections, monitoring and handling of complaints and denunciations, effective measures are proposed to the leaders to ensure a clean production and business environment in the Company, without acts of corruption in the Company./.

Stoung, January 02, 2024

GENERAL DIRECTOR