

## CONFLICT OF INTEREST POLICY

Johor Plantations Group Berhad (JPG) recognises the importance of providing a framework in which Conflicts of Interest (COI) are identified, disclosed and managed appropriately.

You should avoid any situation that involves or appears to involve, a conflict between your personal interests and the interests of JPG to avoid circumstances that might affect your judgement or impartiality in performing your duties.

You must make a declaration of conflicts of interest in the following manner and situations:

Category	At Workplace	At the Meeting
<b>What/ When to Declare</b>	<ul style="list-style-type: none"> <li>Upon joining JPG.</li> <li>When you have a relative relationship with other employees with JPG.</li> </ul>	When you are a member of the approving committee, you shall make a written declaration of your COI at each meeting.
<b>To Whom</b>	Human Capital Division	Company Secretary or Secretary of Committee.
<b>Make declaration Using COI Declaration Form</b>	<ul style="list-style-type: none"> <li>COI Form A - Employee (One-off)</li> <li>COI Form A1 (If there are changes)</li> </ul>	COI Form B and or B1 - Meeting

An employee who breaches this COI Policy is subject to disciplinary actions, up to termination of employment. Any disciplinary action taken by JPG will not prevent any civil and/or criminal law from being taken by any law enforcement agencies based on the existing provision of law.