

Official announcement of compliance-related scheme

Subject: Announcement of the Employee Compliance Reward Scheme

Dear Staff,

In line with our organizational values and commitment to ethical practices, we are launching an Employee Compliance Reward Scheme effective immediately. This initiative recognizes employees who consistently adhere to our compliance policies and uphold company standards.

Eligible employees will receive quarterly bonuses and recognition certificates. Participation is automatic based on internal audit reviews and compliance reports.

We trust that this program will strengthen our culture of integrity and accountability. Your cooperation is appreciated.

Regards,

Compliance Office

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