

MMAG HOLDINGS BERHAD

[Registration No. 200301007003 (609423-V)]

CODE OF CONDUCT AND ETHICS

MMAG HOLDINGS BERHAD (“the Company” or “MMAG”) and its subsidiaries (“MMAG Group”) will strictly observe the principles of honesty, impartial and fairness with legal and moral standards. All Directors and employees of MMAG Group must comply with all national, provincial and local laws, ordinances, regulations of their localities, as well as this policy.

The Code of Conduct and Ethics of MMAG aimed to provide employees with certain rules and standards to be followed in their connections with customers, suppliers and other related parties of our business. MMAG strictly prohibits any suspicious or illegal intelligence gathering, in order to protect the reputation and employees to avoid the occurrence of any unethical business behavior.

MMAG is committed to develop business with high ethical standards, determined to provide quality products and outstanding services globally.

All Directors and employees will strictly comply with high ethical standards and perform all obligations of an outstanding corporate.

I. To achieve this target, all employees shall assume the following responsibilities:-

- (a) Sincerely and equally treat all of the customers and suppliers;
- (b) Honest, impartial and legitimate business development;
- (c) Avoid conflict of personal interests and corporate interests;
- (d) Protect and proper use of internal information, materials, property and resources of the Company; and
- (e) Non-public information shall keep in confidential and is not for private interests.

II. When dealing business on behalf of MMAG, each employee shall adhere to high ethical standards to maximise its benefits. The following situations shall be handled with extra-care to avoid violation of the rules and regulations of MMAG:-

- (a) Employees shall not accept or claim any amount of cash, gifts, privileges or hospitality, unless it is consistent with normal business practices, such as normal business meals, annual trips, service award, etc.;
- (b) Employees shall strive to avoid or shall accurately report any potential conflicts of interest between individuals and MMAG;
- (c) Without permission, employees shall not disclose confidential information to external person or employees within the Group who shall not be informed with such information; and
- (d) When reporting or handling the financial statements, employees shall not be tampered with, falsified, deliberately omitted, hide the fact.

If the staff has any questions in relation to the ethics standards of MMAG, please ask supervisors or managers for a clear guide.

It is the responsibility of every employee to protect the tangible and intangible assets of the Group.

III. Non-discriminating principles

As part of its Code of Conduct and Ethics, MMAG insists that everyone is equal and respect to individual.

MMAG will not discriminate against suppliers, employees or shareholders for the race, colour, age, sex, religion, disability and nationality.

IV. Gifts

Any form of request, demand or acceptance of any gifts with economic values from suppliers, representatives of suppliers or potential suppliers is prohibited.

The selection of suppliers, partners is based on competitive prices, reliable quality and timely delivery. Bribery, procurement or preferential condition is strictly forbidden.

Bribery, procurement or other actions to customers to achieve the sales target of the Company is prohibited.

Strictly implement monetary policy of the nation, and bribery, money laundering is strictly prohibited.