

CODE OF CONDUCT AND ETHICS

MMAG HOLDINGS BERHAD (“the Company” or “MMAG”) and its subsidiaries (“MMAG Group”) will strictly observe the principles of honesty, impartiality, and fairness in accordance 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 aims 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 its 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 corporation.

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 properly use internal information, materials, property and resources of the Company; and
- (e) Non-public information shall be kept confidential and is not for private interests.

II. When dealing with 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 persons 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 tamper, falsify, deliberately omit, or hide the fact.

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

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

III. Non-discriminatory principles

As part of its Code of Conduct and Ethics, MMAG insists that everyone is treated equally and with respect.

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

IV. Gifts

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

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

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

Strictly implement the nation's monetary policy. Bribery and money laundering are strictly prohibited.