



**BUSINESS INTEGRITY MESSAGES FROM THE MANAGING DIRECTOR/ CHIEF EXECUTIVE OFFICER  
OF MISC MARITIME SERVICES SDN. BHD. (“MMS”)**

**INTEGRITY AND THRUUTHFULLNESS ARE COMMITMENTS THAT EVERYONE MUST HAVE AS GUIDE TO OUR  
BEHAVIORS BEYOND MERE COMPLIANCE WITH APPLICABLE LAWS AND REGULATIONS**

Dear MMS’ Internal & External Stakeholders,

At MMS, we believe that every successful business needs to derive responsibly and one of the ways of doing this is by maintaining the highest level of integrity and ethical culture. For any decision we take, we must fully integrate ethical principles, and this is the foundation of our values that has guided and lead us towards sustainable business practises for almost three decades since our establishment in 1992.

In reflecting our commitment to upholding the integrity in our businesses, MMS have adopted the Code of Conduct & Business Ethics (CoBE) in our organization. The related compliance policies are available on the MMS’ website for your reference. It contains the integrity and ethical principles that guide our behaviours beyond mere compliance with laws and regulations, driving us to make the right choice when facing any situation. In addition to these comprehensive policies and procedures, we also ensure all our employees, directors, and officers attend mandatory compliance trainings that helps our organization navigate the applicable laws, regulations, and industry codes in our day to day business dealings and operations.

Every MMS employee, director, and officer, regardless of location or position in the Company, has an obligation to read, understand, and follow CoBE and all related policies every day, without exception. Further in aspiring excellence results while adhering to the highest standard of business conduct, we expect that our external stakeholders namely contractors, subcontractors, vendors, consultants, representatives, and other performing works for and on behalf of MMS will comply with relevant part of the CoBE.

MMS has also adopted a zero-tolerance policy against all forms of bribery and corruption. Relevant parts of CoBE, Anti Bribery Corruption Policy & Guidelines (“ABC Manual”) and policies which are applicable to all internal and external stakeholder of MMS, strengthened our commitments against bribery and corrupted acts in the course of our business.

As ethics and compliance with laws are vital to MMS’ future success, we have introduced a dedicated **“Whistleblowing Channel”**, where legally permitted, to report any known or suspected breach of conduct within this organization. You may report the matter to this email: [mms.whistleblow@mmssb.com.my](mailto:mms.whistleblow@mmssb.com.my) and our compliance secretariat will ensure all reports of suspected violations will be thoroughly investigated and confidentially will be maintained to the extent possible.

We are committed to ensuring that our compliance policies are regularly communicated across our Group of Companies. Everyone who works at or with MMS should feel confident about our high ethical standards, our honesty, and our integrity. Our continued success can be maintained by encouraging a strong corporate culture based on teamwork, communication, professionalism, and business ethics.

Always remember that upholding the integrity starts and ends with each of us. Doing things, the right way, ethically, with integrity, and in full compliance with the law, is not just a policy at MMS, it’s ingrained in our culture.

Thank you.

Hazrin Hasan  
MD/CEO