

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

“UPHOLDING OUR COMMITMENTS TO BUSINESS INTEGRITY, ETHICS AND CONDUCT”

Dear colleagues and partners,

In MMS, we believe that ethical behavior is not only the right thing to do but also part of our foundation and values that have guided us in our business practices. It allows us to build trust with our customers, partners, and employees while ensuring we operate within the laws and uphold our responsibilities as corporate citizens. Reflecting on this, MMS has implemented the Code of Conduct & Business Ethics (CoBE) in our organization. These policies are accessible through the MMS website for your reference.

We expect every member of our team to act with the utmost integrity in all aspects of our business. This includes honesty and transparency in our dealings with others, avoiding conflicts of interest, and upholding the highest standard of business conduct. As such, every MMS Director and employee, regardless of location or position, has an obligation to read, understand, and follow CoBE along with other related policies without exception. As we hold ourselves accountable to the highest ethical standards, we expect the same from our contractors, subcontractors, vendors, consultants, representatives, and others performing work for and on behalf of MMS to comply with the relevant part of the CoBE. We will not tolerate any behavior that is unethical or illegal, and we will take swift and appropriate action to address any instances of misconduct.

In addition, MMS also adopted a zero-tolerance policy against all forms of bribery and corruption. Attesting to that, we have been certified with ISO 37001:2016 Anti Bribery Management System in May 2022. We are committed to operating our business in a responsible and sustainable manner, and we expect our employees and partners to share this commitment. To that end, we encourage all of our employees and partners to speak up if they ever have concerns about known or suspected breaches of conduct within this organization. A dedicated “Whistleblowing Channel” is available where you can email to whistleblow@miscbhd.com . All reports will be thoroughly investigated, and confidentiality will be preserved.

As a company, we recognize that we have a responsibility to our employees, customers, and the communities in which we operate. We strive to make a positive impact on the world around us, and we believe that this is best achieved by maintaining the highest standards of integrity, ethics, and conduct. These values are at the heart of everything we do, and upholding integrity starts with each of us.

Thank you for your continued dedication to these essential principles.

Sincerely,

M Denny M Isa
MD/CEO