



Anti-Bribery Policy Statement

MSM Group is committed in applying the highest standards of ethical conduct and integrity in its business activities by putting in place adequate policies and procedures to prevent corruption and bribery.

MSM Group is committed to:

- Encourage transparent and ethical conduct in the Group by providing avenues for employees to disclose improper conduct through whistleblowing channels as guided by the MSM Whistleblowing Policy.
- Control amongst MSM Group's employees and avoiding illicit enrichment by monitoring individual wealth sources in the Group through Asset/Personal Interest Declaration Policy (APID).
- Eliminate solicitation and bribery that may arise in the cause of giving and receiving of gift, entertainment and hospitality as guided by External Gift, Entertainment and Hospitality Policy (External GEH Policy).
- Manage Corporate Responsibility initiatives ethically to eliminate corruption and bribery as guided by Sponsorship and Donation Policy.
- Uphold good image of integrity, transparency and accountability in all aspects of its business through efficient, productive, and disciplined behaviour as anticipated and what have been set forth in the Code of Business Conduct Ethics for Employees (COBCE).
- Undertake in the best interests of MSM Group, rather than for personal gain in performing our duties to MSM as guided by Conflict of Interest Policy.
- Report any corruption and bribery via MSM's whistleblowing channel and/or to Malaysian Anti-Corruption Commission (MACC) as in compliance to MSM Referral Policy.

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GCEO MSM Malaysia Holdings Berhad

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