

The MISC Group Statement On

# Anti-Bribery and Corruption Policy

We at MISC Group (MISC) are committed to applying the highest standards of ethical conduct, integrity and accountability in all our business activities and operations. This Policy applies to all MISC business dealings and relationships.

MISC has a zero tolerance policy towards any form of bribery and corruption by, or of, its employees or any persons or companies acting for MISC or on its behalf. The MISC Code of Conduct and Business Ethics (MISC CoBE) and Anti-Bribery and Corruption Policy and Guidelines apply throughout the Group and reflect our commitment to fight any corrupt and unethical practices in the course of conducting business in the jurisdictions in which we operate.

The Board and management are committed to implementing and enforcing effective and robust policies and procedures to prevent, monitor and eliminate bribery and corruption and to the continual improvement of MISC's Anti-Bribery Management System (ABMS). A Compliance unit is assigned with the responsibility to oversee the implementation of MISC Compliance and Ethics Programme and the ABMS, with direct access to the Board and management for issues relating to bribery and corruption.

Employees and others acting for or on behalf of MISC are strictly prohibited from directly or indirectly soliciting, accepting or offering bribes in relation to MISC's businesses and operations. Employees across MISC are expected to observe the MISC CoBE and uphold MISC's zero tolerance towards bribery and corruption. Employees who fail to comply with the CoBE will be subject to the appropriate disciplinary measures.

MISC provides avenues for all employees and members of the public to make reports on any improper conduct within MISC, which is governed by the MISC Whistleblowing Policy and procedures.



**Capt Rajalingam Subramaniam**

**President & Group CEO**

1 October 2022