



## Conflict of Interest

Maintaining the highest level of ethical conduct plays an integral part in protecting the integrity of MISC, its subsidiaries and affiliates. A conflict of interest occurs where an employee's private interest interferes with the interest of MISC. As a public listed entity, MISC has an obligation to maintain its stakeholders' trust by being open and honest about situations that may give rise to such conflict.

MISC's Conflict of Interest Policy, as described in MISC Code of Conduct and Business Ethics (CoBE), provides guidelines about business and personal relationships between MISC's employees and our competitors, suppliers, customers, and other business entities. MISC policy requires that we avoid situations that may improperly influence or even appear to influence the business decisions and transactions that we make on behalf of MISC. In addition, we must avoid any outside activities that conflict or even appears to conflict with our primary employment obligations to MISC.

MISC employees who may have a potential or actual conflict of interest are required to review their own personal situations and disclose any such relationships or activities. A conflict of interest disclosure by employees will enable MISC to take proper measures to mitigate any risk.

*When in doubt please consult your superior or HR or Compliance Department  
(email to [compliance@miscbhd.com](mailto:compliance@miscbhd.com))*