

MHB Privacy Policy

This policy reflects MHB's overarching commitment to ensuring that personal data is handled and managed throughout our business operations in full compliance with applicable data protection laws.

Policy Statement

MHB is committed to complying with applicable privacy and personal data protection laws, and to ensuring that our collection, use, processing and storage of personal data relating to our employees, contractors and directors, and the third parties with whom we work, is consistent with our high standards.

Our core principles require that MHB, in our collection, use, processing and storage of personal data, takes the following steps where required to do so by applicable laws:

- to ensure that personal data are obtained lawfully and processed based on an appropriate legal basis, including consent, where relevant;
- to provide individuals with the required notices and information about their personal data processing and to verify that the personal data collected are relevant for the stated purposes;
- to keep collected personal data accurate, complete and up-to-date;
- to retain the personal data that has been collected only for the period necessary to fulfill the relevant purposes, unless otherwise permitted or required by applicable laws;
- to inform individuals concerned about the disclosure of their personal data to third party recipients;
- to keep personal data secure by protecting it with adequate and appropriate security safeguards; and
- to provide individuals with the ability to exercise their rights under applicable laws, including rights to access, rectify and/or request the erasure of their personal data, where applicable.

Governance and Implementation

This policy is in line with the MHB Code of Conduct and Business Ethics (CoBE) and is guided by other applicable internal policies, standards, guidelines and procedures including the MHB Privacy Standard.

This policy applies to every director, employee and third party working for or on behalf of MHB. Joint venture companies in which MHB is not a controlling stakeholder, and associate companies of MHB are encouraged to adopt this policy or similar principles and standards.

Any violation of applicable data protection laws may result in administrative action, civil, or criminal liabilities, disrupt business operations, affect contractual obligations, and cause significant reputational harm.

A handwritten signature in black ink, appearing to read 'Mohd Nazir Mohd Nor'.

Mohd Nazir Mohd Nor

Managing Director & Chief Executive Officer

Date: 1 April 2026