

Foreword by The Managing Director & Chief Executive Officer (MD & CEO)

In a rapidly evolving world, MHB is committed to strengthening its core, while cultivating agility, progressiveness, and resilience. These are the cornerstones for overcoming challenges, expanding capabilities, and achieving sustainable growth.

As part of this effort, we are taking a key step into harmonising the MHB Code of Conduct and Business Ethics (CoBE) across all our global operations. Consistency and clarity are essential. The CoBE outlines the expectations and standards for every employee and stakeholder, guiding behaviour in daily work and interactions. Since its inception in 2012, the CoBE has evolved to encompass developments in local and international laws, practices, technology, and governance. The CoBE not only provides a moral compass to ensure that our behaviour aligns with MHB's corporate values, but it also promotes legal compliance and procedural conformity.

This CoBE is intended to apply not only to every employee of MHB, but also to every director, executive and non-executive. MHB also expects all third parties, such as business associates, clients, contractors, subcontractors, consultants, agents, customer representatives and others performing work or services for or on behalf of MHB, to comply with these standards where relevant.

Considering the global reach of the CoBE, adjustments have been made to align with the legal and cultural nuances of the various regions where MHB is active. To address the specific legal and societal norms of these locations, the CoBE includes distinct Country Supplements as needed.

Furthermore, to enhance clarity and efficacy in communication regarding our standards for conduct and business ethics, several of these Country Supplements have been translated into the respective local languages of the countries where they are applied.

It is imperative, without any exceptions, that alignment is achieved among all our stakeholders, both within and outside our organisation, with the expectations and behavioral standards outlined in our CoBE. We conduct business responsibly, not just because it is good for business, but because it is the right thing to do.

Our commitment to these values is crucial. By upholding the CoBE in our daily work, we need to contribute to building a culture of integrity and performance. This, in turn, fuels the sustainable and long-term success of the MHB and all its stakeholders.

Let's navigate this changing world together, guided by a unified compass of ethical conduct and responsible business practices.

A handwritten signature in black ink, appearing to read 'Nazir'.

Mohd Nazir Mohd Nor
Managing Director & Chief Executive Officer
Pengarah Urusan & Ketua Pegawai Eksekutif
7 February 2024