MMC Engineering

ANTI-BRIBERY AND ANTI-CORRUPTION (ABAC) POLICY STATEMENT

MMC ENGINEERING SDN BHD
MMC ENGINEERING & CONSTRUCTION SDN BHD

MMCE is committed to conduct business ethically and in full compliance with all applicable laws and regulations in every jurisdiction that MMCE. Based on MMC Group Code of Ethics **("COE"),** MMCE shall treat every client, business partner, authority and members of the public with integrity, responsibility, accountability, respect and courtesy.

Every Personnel of MMCE including any agent, person or entity engaged under a contract for service or engaged by MMCE for any business-related activity formally and informally should maintain the values of integrity, honesty and professionalism at the highest level at all times during his/her employment/engagement under MMCE or when representing MMCE in business transactions with third parties.

In essence, MMCE is fully committed to:

1. Adopting a zero-tolerance approach to any form of corruption.
2. Creating human capital with high ethical value and integrity.
3. Acting in a fair, ethical and honest manner with all our employees and business associates.
4. Upholding all applicable laws where MMCE operates.

This Anti-Bribery and Anti-Corruption Policy Statement is complementary to and is to be read together with the following:

- MMC Group Code of Ethics.
- MMCE Anti-Bribery and Anti-Corruption Policy and Framework.
- MMC Human Resource ("HR") Operating Manual.
- MMC Whistleblower Policy.
- MMC Group Procurement Policy.
- MMC Vendor Code of Conduct.
- MMC Corporation Berhad Subsidiaries Limits of Authority.
- MMCE Enterprise Risk Management Policy and Framework.
- MMC Related Party Transaction Policies and Procedures.
- MMC Competition Compliance Policy.
- All other relevant MMCE and/or MMC policies, frameworks, procedures, standards, rules and regulations.

This Anti-Bribery and Anti-Corruption Policy Statement demonstrates MMCE's commitment towards having a strong culture of high ethical practice among its Personnel and embedding values comprising **A**dab, **A**khlak, **A**kidah, **A**manah and **A**malan **(5A)** in all business practices.

This document may be reviewed and/or amended at least once every three (3) years from the date this document is approved or whenever necessary to ensure its effective implementation. Any amendment to this Policy shall be affected by the MMCE Board or its equivalent body.
The Company shall notify the employees if any changes are made to the MMCE Anti-Bribery and Corruption Policy.

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Revision No. : 3

Chief Executive Officer
28th October 2026

MMC Engineering

MMC Engineering Sdn. Bhd.
MMC Engineering and Construction Sdn. Bhd.

MMC GROUP SHARED VALUES

Building Character • Strengthening Integrity

ADAB | RESPECTFUL CONDUCT

Be courteous in speech and considerate in action.

AKHLAK | MORAL CHARACTER

Develop noble character and practise good behaviour.

AKIDAH | FAITH

Hold firmly to faith and belief in Allah SWT.

AMANAH | TRUSTWORTHINESS

Be honest, responsible and reliable in carrying out your duties.

AMALAN | CONSISTENT PRACTICE

Make good actions a consistent part of everyday life.

Embrace the 5A Values.
Live Them Every Day.

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MMC GROUP SHARED VALUES

1. **ADAB (Etiquette and Good Manners)**
   Refers to good conduct, speech, and behaviour that are polite, virtuous, and in accordance with the norms, values, and ethics accepted by society and religion.

2. **AKHLAK (Moral Character)**
   Refers to the character, personality, behaviour or moral qualities embedded within a person that motivate them to perform actions, whether good or bad.

3. **AKIDAH (Faith and Belief)**
   Refers to a firm belief and conviction in the heart towards Allah SWT and all matters that Muslims are required to believe in, without any doubt or hesitation.

4. **AMANAH (Trustworthiness and Responsibility)**
   Refers to the quality of being trustworthy, honest, and responsible in carrying out duties, upholding trust, and safeguarding any rights or responsibilities entrusted to an individual.

5. **AMALAN (Practice)**
   Refers to actions, behaviours, or activities that are performed continuously and consistently until they become a regular habit in a person's life.