



MMS VENTURES BERHAD

(Company No. 647125 - P)

(Incorporated in Malaysia)

WHISTLEBLOWING POLICY AND PROCEDURES

1 OVERVIEW

The Group is committed to achieving and maintaining high standard with regards to behavior at work.

All employees and stakeholders (i.e. shareholders / suppliers / customers) are encouraged to report genuine concerns about unethical behavior, malpractices, illegal acts or failure to comply with regulatory requirements without fear of reprisal should they act in good faith when reporting such concerns.

The Group views any harassments or retaliations in any form or manner against genuine whistle blower seriously and will treat such action as gross misconduct, which if proven, may lead to dismissal.

2 WHISTLE BLOWING

2.1 Whistle Blowing is a specific means by which a worker or stakeholder can report or disclose through established channels, concerns about unethical behavior, malpractices, illegal acts or failure to comply with regulatory requirements that is taking place / has taken place / may take place in the future.

2.2 Only genuine concerns should be reported under Whistle Blowing procedures. This report should be made in good faith with a reasonable belief that the information and any allegation in it are substantially true, and the report is not made for personal gain. Malicious and false allegations will be viewed seriously and treated as a gross misconduct and if proven may lead to dismissal.

3 PROCEDURES

Any concern should be raised with immediate superior. If for any reason, it is believed that this is not possible or appropriate, then the concern should be reported to the Chief Executive Officer (CEO).

Channel of reporting is as follows:

Name	:	Sia Teik Keat
e-mail	:	tk_sia@mmsis.com
Mail	:	Mark Strictly Confidential MMS Ventures Berhad 84A, Lintang Bayan Lepas 9 Taman Perindustrian Bayan Lepas Phase 4 11900 Bayan Lepas
Attention	:	CEO

4 ACTION

- 4.1 All reports received will be treated as confidential.
- 4.2 All reports will be investigated promptly by the person receiving the report. If required, he/she can obtain assistance from other resources within the Group (e.g. Internal Auditor, Human Resource Department, Finance Department etc.). The progress of investigation will be reported to the Audit Committee no later than at the next scheduled meeting.
- 4.3 The person making anonymous report will be advised that maintaining anonymity may hinder an investigation. Irrespective of this, anonymity will be maintained as long as it's permitted by law or the person making the report indicates that he/she no longer wishes to remain anonymous.
- 4.4 Upon completion of investigation, appropriate course of action will be recommended to the Audit Committee for their deliberation. Decision taken by the Audit Committee will be implemented immediately.
- 4.5 Where possible, steps will also be implemented to prevent similar situation from recurring.

5 FURTHER ACTION

- 5.1 If for any reason, the person making the report is not satisfied with the way his/her report had been dealt with, he/she can escalate his/her report to the Chairman of MMSV's Risk Management & Sustainability Committee (RMSC).

Channel of reporting is as follows:

Name	:	Khoo Gim See
e-mail	:	gs_khoo@mmsis.com
Mail	:	Mark Strictly Confidential MMS Ventures Berhad 84A, Lintang Bayan Lepas 9 Taman Perindustrian Bayan Lepas Phase 4 11900 Bayan Lepas
Attention	:	Chairman - Risk Management & Sustainability Committee

- 5.2 The Chairman of MMSV's RMSC will deliberate the report with the board members and decide on the appropriate course of action.

(Policy reviewed and updated at BOD Meeting held on 17 November 2025)