

CODE OF CONDUCT AND ETHICS



MKA GROUP'S VISION, MISSION, VALUE

VISION: To become a world class company of brands dedicated to making a positive impact on people and the planet.

MISSION: To meet customer needs, introducing innovative products and exceeding expectations.

VALUE: Honestly acknowledge mistakes and focus on constant never-ending improvement.

1. Purpose

This Code of Conduct and Ethics ("Code") outlines the values, principles, and expected standards of behavior for all employees, directors, management, and business associates of the MKA Group of Companies ("the Group"), guided by the Group's Vision, Mission and Values. The purposes of this Code are to encourage integrity, fairness and ethical conduct in all aspects of the Group's business operations towards achieving the MKA Group Vision of becoming a world class company of brands dedicated to making a positive impact to people and the planet.

2. Scope

This Code applies to all Employees, Directors, Management, Contractors, Consultants, and Business Associates acting on behalf of the Group. This Code shall be applicable to the Group's operations in Malaysia and in all countries where the Group has established business presence.

3. Core Values

INTEGRITY:- Doing what is right at all times even when no one is observing.

FAIRNESS:-Treating all stakeholders equally without any regards to race, ethnicity, religion, gender, age or political affiliation.

ETHICAL CONDUCT: Dealing with stakeholders professionally and in accordance to principles of good corporate governance.

4. Conduct at Workplace

The Group is committed to provide a mutually inclusive safe workplace where everyone is treated with respect, equality and free from any discrimination, harassment or violence.

The Group provides equal employment opportunities based on relevant qualifications, merit competencies and performance without regard to gender, race ethnicity, religion, age or political affiliations. All employees shall at all times, strive to adhere to the MKA Group Value of Honestly acknowledge mistakes and focus on constant never-ending improvement.

In compliance to laws relating to Environment, Occupational Safety and Health, the Group strives to provide a safe working environment. All forms of harassment or violence are not tolerated and in respect of fundamental Human Rights, the Group does not engage child or forced labour.

5. Ethical Conduct

All employees of the Group must act with honesty and integrity, avoiding conflicts of interest, and maintaining confidentiality. The overriding fiduciary duty of employees is to act in the best interest of the Group at all times by setting aside personal interests.

Any form of Bribery, Fraud, and Corruption are strictly prohibited and employees shall strictly adhere to the Group's Anti-Bribery and Corruption Policy. All employees are encouraged to report to Management of any acts of bribery, fraud or corruption or have bona fide suspicions of such acts being undertaken or contemplated by forwarding the necessary information via the Group's Whistleblowing channel without fear of any reprisal.

6. Good Business Practices

We compete fairly to deliver quality innovative products and operate sustainably by implementing environmental sustainability, social responsibility and good business practices in all aspect of the Group's operations. Our business practices are aligned with the MKA Group Mission to meet customer's needs, introducing innovative products and exceeding expectations.

7. Managing Company Assets and Resources

The Group's property and resources must be used responsibly and for legitimate business purposes only. Employees must ensure that the Group's property and resources are protected against waste, loss, damage, theft, misuse or infringement of Intellectual Property of the Group and to ensure use of the same responsibly at all times.

8. Reporting Misconduct

Employees and stakeholders are encouraged to report to Management of any acts of bribery, fraud or corruption or have bona fide suspicions of such acts being undertaken or contemplated by forwarding the necessary information via the Group's Whistleblowing channel without fear of any reprisal or victimization. All reports made via the Whistleblowing channel will be kept confidential and any action taken by Management will be conveyed to the person making the report in due course.

9. Disciplinary Action

Serious violations may result in disciplinary action, including warnings, suspension, termination or legal proceedings. The Group will also not hesitate to make necessary complaints or report to the enforcement agencies such as the police and anti-corruption agency should the situation warrant the same.

10. Review and Updates

This Code will be reviewed annually or as necessary to ensure compliance with current laws and best practices.

Effective Date: 1 January 2026.