



Code of Conduct and Business Ethics Policy (CoBE)

By resolution dated 22.10.2012, the Board of Directors of Malaysian Maritime Academy Sdn. Bhd. (MMASB) officially adopted the PETRONAS Code of Conduct and Business Ethics (“the CoBE”) as the Company’s own.

The CoBE which is being implemented to the PETRONAS Group Worldwide, is an effort by PETRONAS to revise and combine its employees’ Code of Conduct and Discipline and the PETRONAS Guidelines for Business Conduct for it to be in tandem with the advent of local and international legislation coupled with a higher international transparency standard. The CoBE further inculcates the observation of the Company’s Shared Values i.e. Loyalty, Professionalism, Integrity and Cohesiveness, amongst its employees.

For the purpose of its implementation in MMASB the CoBE will herein be referred to as the MMASB Code of Conduct and Business Ethics.

The MMASB Code of Conduct and Business Ethics Guide is an illustration to further explain the provisions of the Code as applied in all the countries in which MMASB conducts operations. It does not describe all applicable laws or MMASB policies or give full details on any particular law or policy. It does not constitute legal advice. It does not constitute or create a contract of employment. MMASB reserves the right to modify, revise, cancel or waive any policy, procedure, or condition without notice and without revision of the Code. Moreover, the provisions of the Code may be modified by MMASB to adapt them to local laws and conditions.

ISMAIDA ZAMRI BIN ISMAIL

Managing Director / Chief Executive Officer

MALAYSIAN MARITIME ACADEMY SDN BHD(MMASB)

Date: 1 July 2025