



MGB BERHAD

Registration No. 200201021504 (589167-W)

CRISIS MANAGEMENT POLICY

1. INTRODUCTION

MGB Berhad (“**MGB**” or “**the Company**”) recognises the importance of crisis management in order to manage the crises when it happened to minimize the disruption of the organization daily business operations.

Crisis management is the process of preparing for and responding to an inherently abnormal, unstable and complex situation that presents a threat to the strategic objectives, reputation or very existence of an organization. However, a crisis can be seen as a situation that is not planned or prepared for, or where the preparation is insufficient to deal with the scale of the event and the result has the potential to seriously damage the organization.

2. OBJECTIVE

MGB together with its subsidiaries (“**MGB Group**” or “**the Group**”) from time to time shall manage its crises in a strategic, systematic and simple way, and all personnel including executives, managers and employees shall actively enforce a positive risk culture and a no-blame culture at all Group sites.

3. SCOPE

This policy is applicable to the all personnel, including the management, employees and contract workers of all entities in the MGB Group.

4. REQUIREMENTS

4.1 CRISIS MANAGEMENT TEAM

A Crisis Management Team (“**CMT**”) consist of Emergency Response Team (“**ERT**”) and Health, Safety and Environmental (“**HSE**”) Committee is be set up to oversee the crisis management of MGB Group.

The tasks of members of the CMT and the appropriate functional support roles can be found in the Emergency Response Plan and Health, Safety and Environmental Management System.

4.2 PROTECTION HIERARCHY

The acronym PEARS describes the protection and prioritisation hierarchy of the MGB Group and must be applied in responding to all incidents, emergencies and crises:

<u>Priority</u>	<u>Principle</u>
1. People	Save lives, prevent injury, and, if required, provide first aid and/or arrange medical assistance.
2. Environment	Contain the impact of the event to prevent harm to the environment.
3. Assets	Protect property from damage and contain the event to limit further impact. Restore essential infrastructure or provide alternative access to essential infrastructure.
4. Reputation	Protect the name and reputation of the MGB Group.
5. Stakeholders	Protect the business and restore the MGB Group's operational and administrative functions.

4.3 PROCEDURES

All MGB Group operations must incorporate risk mitigation and crisis management in relation to all existing and new business operations. This shall cover the planning, implementation and operational phases.

An emergency response programme must cover all MGB Group sites and offices. All plans, procedures, instructions and guidelines must comply with local laws and regulations, and shall be adapted to the relevant organisational level.

All CMTs must ensure compliance with the certification and training requirements set out by Group Occupational Health & Safety Management System.

All CMTs must have proactively identified and trained redundancy systems as outlined in the associated Emergency Response Plan and Health, Safety and Environmental Management System.

All incidents requiring the involvement of a CMT must be analysed and evaluated. Learnings or changes in procedure resulting from the evaluation must be shared with MGB's Senior Management and Executive Directors to enable the entire organisation to consider similar procedures.

Any work-related death or serious work-related injuries, natural catastrophes (such as earthquake or flooding) that disrupted the operations or employees from going to or performing work, any extortion or blackmail attempt or threats of violence, any serious IT or Cybersecurity incident, significant plant or equipment damage, disruption to or halting of production and/or construction capability, negative media coverage with the risk of media coverage and/or a serious impact on reputation, major public allegations of corporate conduct violations and serious charges against or investigations of senior managers or other employees for criminal activity are deemed as major incidents. CMT shall report all major

incidents to Senior Management and Executive Directors as soon as possible after the incident has occurred.

5. ROLES AND RESPONSIBILITIES

<u>BODY/FUNCTION/INDIVIDUALS</u>	<u>ROLES AND RESPONSIBILITIES</u>
Board of Directors	Responsible for policy approval.
Crisis Management Team	Policy owner with overall responsibility for the day-to-day management and strategic framework of crisis management in the MGB Group.
Executives and Senior Management	<p>Responsibly for ensuring that a system is in place for managing crises in all the MGB Group entities.</p> <p>This includes ensuring the organisation maintains:</p> <ul style="list-style-type: none"> • A structure for ensuring early identification of a crisis or the potential for a crisis. • Adequately trained staff for managing a crisis. • Plans and procedures for how a crisis is to be managed. • A communication system to provide early notification of a crisis or potential crisis to the Group. <p>At those companies in which the Group has an interest but that do not form a part thereof, the Company will promote, through its representatives on the boards of directors thereof, the alignment of their own policies with those of the Company, such that they adhere to principles and guidelines that are consistent with those established in this Policy in further development thereof.</p>
All personnel including directors, management, employees and contract workers of all entities in the MGB Group	Responsible for adhering to this policy.

6. REVIEW OF THE POLICY

This policy has been endorsed by the Board of Directors and is made available for reference on Company's corporate website and internal computer networking system.

It shall be reviewed by the Board of Directors and updated whenever necessary to ensure its effective implementation. Any subsequent amendments to this Policy should be approved by the Board of Directors.