

FARLIM GROUP (MALAYSIA) BERHAD

Corporate Code of Conduct and Ethics

1. Objective

The objective of the Group's Code of Conduct and Ethics are:

- i. To set the tone and standards for ethical conducts in the Group;
- ii. To provide guidance to stakeholders on the ethical behaviours to be expected from the Directors, Management and employees of the Group; and
- iii. To act as the reference point for Management in making their day-to-day decisions.

2. Principles

The Board, Management and employees of the Group are responsible for:

- a. Upholding the Group's Corporate Code of Conduct and Ethics in conducting business and creating wealth and reward for shareholders;
- b. Preserving and protecting the environment and natural resources to ensure sustainability;
- c. Embracing social equity and diversity, complying with regulatory requirements and supporting good cause and charities;
- d. Improving the Group's business competitiveness ethically and responsibly;
- e. Embracing fair and ethical business dealings with business partners;
- f. Creating safe, healthy and secured working environments;
- g. Acting with utmost good faith, honestly and responsibly in discharging their duties; and
- h. Rejecting favours, rewards and benefits for improper gain and advantage.

3. Board's Responsibilities

The Board shall:

- i. Manage conflicts of interest and prevent abuse of power, corruption, insider trading and money laundering;
- ii. Ensure implementation of appropriate communication channel to receive feedbacks as well as other appropriate internal systems to support, promote and strengthen the awareness and compliance with this Code;
- iii. Integrate Code of Conduct and Ethics into Management practices and procedures; and

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iv. Review the Corporate Code of Conduct and Ethics periodically.

4. Management's Responsibilities

In making operational and business decisions, Management is responsible to the Board for observing the principles of this Code. Management must ensure that their action is consistent with the spirit of this Code and promote good ethical standard through their internal and external interaction with all stakeholders of the Group.

5. Reporting of Non-Observance

Any stakeholder who knows of or suspects a violation of this Code is encouraged to report the incidence to farlim@whistleblower.com.my.

6. Publication of Corporate Code of Conduct and Ethics

This Corporate Code of Conduct and Ethics shall be published on the Group's website.