

	<b>CODE OF ETHICS AND CONDUCT</b>	Doc. No. : CG-01
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This Code of Ethics and Conduct (the “Code”) stipulates the sound principles to guide all Directors and employees of CN Asia Corporation Bhd (“CNASIA” or the “Company”) in discharging their duties and responsibilities and in dealing with its stakeholders, customers, fellow employees and regulators to demonstrate good judgment and honesty, loyalty and ethics in the conduct of our business.

### **Compliance and Observation of Laws, Rules and Regulations**

It is our commitment to ensure compliance with relevant laws, rules and regulation applicable to our business activities. It is the responsibilities of the Company to ensure its Directors and employees understand, observe and comply with the laws, rules and regulations that applicable to their specific roles and responsibilities in conducting the business activities. CNASIA is responsible for preventing violation of law and voice out for any possible violations within the Company.

### **Competition**

We are dedicated to ethical fair and robust competition where all our suppliers, customers and vendors shall be treated fairly and consistently. The Company’s products and services shall be offered to them at the most suitable and competitive terms to ensure the Company products and services are delivered honestly and fairly to meet their expectation. As such, any false and misleading statements are not acceptable.


### **Protecting Confidential Information**

Information is one of the important assets of the Company. All information about financial and personal of the customers, suppliers, employees and others which are collected and is useful to the Company or the competitor shall be treated confidential and protected. This information shall not be shared with any unauthorised persons or third party. Directors and employees of CNASIA must not engage in unauthorised use, disclose, copy or distribute this information.

### **Conflicts of Interest**

Employees and Directors must not use their positions or their knowledge of the Company to engage in any relationship or activities which may impair their ability in making objective and fair decision in the course of discharging their duties. Employees and Directors must not use the property or information of CNASIA or to compete with the Company for personal interest or gain which may conflict with the Company interest and caused damage or losses to the Company. All actions or decision made and activities undertaken within the Company shall be for the best interest of the Company.

Employees who has doubt in issues related to conflict of interest should seek advice from the management before engaging in any activities, transaction or relationship that might give rise to conflicts of interest.

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### **Gifts and Entertainment**

In most business, gifts and entertainment are being used to foster business relationships. The Company do not encourage and as a rule, advice its employees and directors not to accept gifts and entertainments that could, in any way, influence, or appear to influence business decision or create appearance of favouritism which may adversely affect the reputation, impartiality and fair dealing of the Company. Likewise, gifts and entertainment must not be provided to any party with the intention to induce them to solicit business or to exercise their discretion in favour of the Company for business.

### **Whistleblowing Policy**

The Company believe that the in place of the Whistleblowing Policy will facilitate and encourage disclosure of genuine concerns about any possible violations and improprieties in matters related to financial reporting, compliances and other malpractices committed within the organisation. Should any employees have information in regards to the violation or improprieties, he/she should report the matter immediately to the line manager, higher management or the Board. All reports or complaints of this nature shall be treated strictly confidential unless otherwise required disclosure by the law or court order.

### **Compliance**

Compliance with the principle of this Code is an essential element in the business success. The Company through its Human Resource Department is responsible to ensure that the principles as set out in this Code are communicated, understood and observed by all employees and Directors. Compliance with the Code is being monitored and reported by the internal auditors and subject to review by the Board on an annual basis.

*This Code of Ethics and Conduct was approved by the Board of Directors at the BOD Meeting on 15 November 2018.*