



## **CRITICAL HOLDINGS BERHAD**

(Registration No. 202201031781 (1477478-K))  
(Incorporated in Malaysia)

### **CODE OF ETHICS**

The Company is committed to operate on principles in relation to sincerity, integrity, responsibility and corporate social responsibility.

This Code of Ethics is formulated to enhance the standard of corporate governance and corporate behaviour with the intention of achieving the following aims:-

- i. To establish a standard guide for the Directors and Employees on the ethical behaviours and values for the Group;
- ii. To facilitate measurement and monitoring of management performance against these values;
- iii. This Corporate Code of Ethics and Conduct is not intended to be exhaustive, all Directors and Employees shall always observe and ensure compliance with all applicable laws, rules and regulations to which they are bound to observe in the performance of their duties.

### **SCOPE OF THE POLICY**

- a) Should have a clear understanding of the aims and purpose, capabilities and capacity of the company;
- b) Ensure that our products and services are produced and delivered ethically and lawfully;
- c) Uphold sound business ethics and ensure at all times that the company is properly managed and effectively;
- d) Create adequate safety measures and provide proper protection to workers and employees workplace free from any form of danger, discrimination and sexual harassment. Merit and performance shall be duly recognized and be rewarded with fair remuneration and career advancement opportunity;
- e) Ensure at all times act with utmost good faith towards the company in any transaction and to act honestly and responsibly in discharging duties
- f) Embrace social equity and diversity, and support good causes and charities;
- g) Protect the environment and natural resources and improve quality of life by promoting corporate social responsibilities and sustainability;

- h) Should neither divert to his own advantage any business opportunity that the company is pursuing, nor may he use confidential information obtained by reason of his office for his own advantage or that of others;
- i) Ensure availability for legitimate business purposes and that no property, information or position arising from these be used for personal gain;
- j) Ensure accurate, timely and reliable records to meet the Company's legal and financial obligations and to manage the affairs of the Company. All books, records and accounts should conform to generally accepted and applicable accounting principles and to all applicable laws and regulations;
- k) Comply with all applicable laws, rules and regulations of the governments, commissions and exchanges in jurisdictions within which the Company operates. Directors and Employees are expected to understand and comply with the laws, rules and regulations that are applicable to their positions and/or work; and
- l) Treat fellow Directors and Employees fairly and courteously without regard to race, creed, religion, gender, nationality, age or disability.

#### MANAGEMENT'S RESPONSIBILITY

The Management should make this Code readily available and communicate it to all employees, and publish it on the Company's website.

In making operational and business decisions, the Management is responsible to the Board to observing this Code's provisions and ensure their action is consistent with the spirit of this Code.

#### REVIEW OF THE POLICY

The Board will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Board will discuss any revisions that may be required, and recommend any such revisions to the Board for consideration and approval.