

Summary Text Copy of the

Milux's Code of Ethics and Conduct

(A) INTRODUCTION

(I) What is a Code of Ethics and Conduct?

This Code of Ethics and Conduct ("the Code") sets forth the values, expectations and standards of business ethics and conduct to guide the Board, the Management and employees of Milux Corporation Berhad ("Milux" or the Company") and its subsidiaries ("Milux Group"). The Code is adopted to maintain the highest level of integrity and ethical conduct of the Board, Management and employees of Milux Group.

The Code is not intended to be all encompassing nor exhaustive, and there may be other obligations or expectations of Directors and employees when performing their duties. Although this Code is not meant to address every issue, it defines the spirit in which Milux intends to do business and should guide the Board and/or the employees of Milux in their daily conduct.

(II) Who shall adhere to the Code?

The Code governs all of Milux's business decision and therefore, it is applicable to the following:-

- Board of Directors of Milux Group; and
- All employees of Milux Group.

(III) Milux's Commitment

Milux is committed to provide top quality and innovative products which are in line with the Company's philosophies of delivering products with "**Quality, Safety and Reliability**".

(B) GUIDING PRINCIPLES

The Code provides guidance to ensure that upholding the ethical conduct in the Board and/or employees daily work. However, separate guiding regulations may be established by the Board of Directors or other governing body of each Milux Group of companies when more detailed standards of conduct are deemed necessary by such Board of Directors or governing body.

The guiding principles of the Code are as follow:-

- (i) Show respect in the workplace
- (ii) Act with integrity in the marketplace
- (iii) Ensure ethics in business relationships
- (iv) Ensure effective communication

(1) Corporate Disclosure

Material information from the Company shall be fairly accessible to the general public and the Company applies non-discrimination policy to receivers of the material information. Selective disclosure is prohibited.

As a guiding practice for Corporate Disclosure, the Company has established a Corporate Disclosure Policy to develop and maintain an established framework for making corporate disclosure.

(2) Spokesman

Only the Group Managing Director, the Executive Director or in their absence, the Chief Financial Officer are the authorised spokesman of the Company. Other persons may be a temporary spokesman of the Company if so authorised by the Board of Directors.

The spokesman shall ensure that no material information is released to selective parties.

Only the spokesman or other authorised person of the Company is allowed to address the public, approve announcement, make press release, clarify rumours and authorise the publication of contents on the Company's website on behalf of the Company.

(3) Whistle Blowing

Whistle blowing is a specific means by which an employee/officer or stakeholder can report or disclose through established channels, concerns about any violations of the Code, unethical behaviour, malpractices, illegal acts or failure to comply with regulatory requirements that is taking place / has taken place / may take place in the future.

Milux is committed to:

- encourage employees to talk to supervisors, managers and other appropriate personnel when in doubt about the best course of action in a particular situation;
- encourage employees to report violations of laws, rules, regulations, the Company's policies or the Code to appropriate personnel;
- investigate into cases reported and take appropriate actions after conclusion of investigations;
- keep identity of the whistle blower in strictest confidentiality; and
- indemnify the whistle blower.

(C) WAIVER

In exceptional circumstances, a waiver of observing this Code of Conduct could be recommended by the Management and approved by the Board of Directors.

(D) REVIEW OF THE CODE

The Code will be reviewed biennially or as and when it is required to ensure the information remains relevant and appropriate.

A full text copy of this Code will be made available by writing or email to the following designated person:-

Mr. Wong Wai Keong, *Chief Financial Officer*

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