



CODE OF ETHICS AND PROFESSIONAL CONDUCTS

TUAH is committed to conducting all its business with integrity, professionalism, and in accordance with the highest standards of ethics and professional conduct. All Employees, Directors and Shareholders, including full-time, part-time, probationary, trainees, interns, seconded, and contract staff, are expected to follow this Code.

Core Principles:

- **Integrity & Honesty:** Act with honesty, fairness, and transparency in all dealings.
- **Compliance:** Follow all applicable Laws, Regulations, and Company policies.
- **Conflict of Interest:** Avoid situations that may conflict with the Company's interests and disclose any potential conflicts.
- **Confidentiality & Data Protection:** Safeguard Company and third-party information and handle data responsibly.
- **Professionalism & Workplace Conduct:** Treat Colleagues, Clients, Partners, and the Community with respect. Promote diversity, inclusion, and a safe, harassment-free, and drug/alcohol-free workplace.
- **Use of Company Assets:** Protect and responsibly use Company resources, preventing misuse, damage, or loss.
- **Bribery & Corruption:** Maintain Zero-Tolerance for Bribery, Corruption, or unethical inducements. Do not offer, solicit, or accept gifts or benefits that may influence business decisions.
- **Accountability & Reporting:** Report violations or suspected unethical behavior. Cooperate with investigations and understand that non-compliance may result in disciplinary action, including legal proceedings.

This Code complements all **TUAH** policies, procedures, and guidelines, and is updated periodically to remain aligned with Laws, Regulations, and the Company's mission.

A handwritten signature in black ink, appearing to read "Azan Bin Zainuddin".

GROUP CHIEF EXECUTIVE OFFICER

Ir. AZAN BIN ZAINUDDIN

1 January 2026