

**GENETEC TECHNOLOGY BERHAD**  
(COMPANY NO. 445537-W)

**CODE OF ETHICS FOR DIRECTORS**

**A. Corporate Governance**

1. Should have a clear understanding of the aims and purpose, capabilities and capacity of the Company;
2. Should devote time and effort to attend meetings and to know what is required of the board and each of its directors, and to discharge those functions;
3. Should ensure at all times that the Company is properly managed and effectively controlled;
4. Should stay abreast of the affairs of the Company and be kept informed of the Company's compliance with the relevant legislation and contractual requirements;
5. Should insist on being kept informed on all matters of importance to the Company in order to be effective in corporate management;
6. Should limit his directorship of companies to a number in which he can best devote his time and effectiveness; each director is his own judge of his abilities and how best to manage his time effectively in the Company in which he holds directorship;
7. Should have access to the advice and services of the Company Secretary, who is responsible to the board to ensure proper procedures, rules and regulations are complied with;
8. Should all time exercise his powers for the purposes they were conferred, for the benefit and prosperity of the Company;
9. Should disclose immediately all contractual interests whether directly or indirectly with the Company;
10. 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;
11. Should all times act with utmost good faith towards the company in any transaction and to act honestly and responsibly in the exercise of his powers in discharging his duties; and
12. Should be willing to exercise independent judgment and, if necessary, openly oppose if the vital interest of the Company is at stake.

**CODE OF ETHICS FOR DIRECTORS** *(continued)*

**B. Relationship with Shareholders, Employees, Creditors and Customers**

1. Should be conscious of the interest of shareholders, employees, creditors and customers of the Company;
2. Should at all times promote professionalism and improve the competency of management and employees; and
3. Should ensure adequate safety measures and provide proper protection to workers and employees at the workplace.

**C. Social Responsibility and the Environment**

1. Should ensure that necessary steps are taken in accordance with the law to properly wind-up or strike off the company register if the Company has not commenced business or has ceased to carry on business and is not likely to commence business in the future or resume business as the case may be;
2. Should adopt an objective and positive attitude and give the utmost cooperation for the common good when dealing with government authorities or regulatory bodies;
3. Should ensure effective use of natural resources, and improve quality of life by promoting corporate social responsibilities;
4. Should be more proactive to the needs of the community and to assist in society-related programmes in line with the aspirations of the concept of 'Caring Society' in Vision 2020; and
5. Should ensure that the activities and the operations of the Company do not harm the interest and well-being of society at large and assist in the fight against inflation.

**CODE OF ETHICS FOR EMPLOYEES**

1. The Company is committed to up-hold to the highest standard of ethics and business conduct. The integrity and reputation of its employees, representatives, agents and consultants are an integral part of this commitment.
2. All employees must not engage directly or indirectly in any business activity that competes or conflicts with the Company's interest.
3. Employees must not accept gifts or other benefits which may influence them or appear to influence them in anyway in the performance of their duties or in their decisions or judgment made on the Company's behalf.
4. All transaction with external parties must be conducted with integrity and without personal beneficial to the employee, his or her relatives, friends or associates, directly or indirectly, by act of deception or otherwise.
5. Failure to comply with the Company's code of ethics will render the employee liable for disciplinary action and if proven guilty shall lead to termination of employment with the Company.