



PARAMOUNT CORPORATION BERHAD

(Registration No.196901000222 (8578-A))

DIRECTORS' CODE OF ETHICS

(Revised: 20 August 2025)

1. OBJECTIVES

- 1.1 In line with good corporate governance practices, the Board of Directors of Paramount Corporation Berhad (**Paramount**) has made a commitment to uphold the highest standards of professionalism and exemplary corporate conduct, and has formulated this Directors' Code of Ethics (**Code**) with the aim of achieving the following objectives:
- i) To establish a standard of ethical behaviour for Directors based on the principles of sincerity, integrity, trustworthiness and values that can be accepted and upheld by any person.
 - ii) To uphold the spirit of economic, environment and social responsibility to ensure the long-term sustainability of Paramount and its subsidiaries (**Group**).
- 1.2 This Code is not intended to be exhaustive, and there may be additional obligations that the Directors are expected to observe in the discharge of their duties.
- 1.3 All Directors shall, at all times, ensure compliance with all applicable laws, rules and regulations to which they are bound to observe in the performance of their duties.
- 1.4 All Directors shall observe the fit and proper criteria set out in the Directors' Fit and Proper Policy of the Company.

2. INTERPRETATION

In the context of this Code:

- i) a Director means any person who holds office as a director or alternate director of any company within the Group, and includes both Executive and Non-Executive Directors;
- ii) the Company means any company within the Group in which the person serves as a Director;
- iii) the Board means the board of directors of the Company; and
- iv) Words importing the masculine gender only shall include the female gender.

3. CODE OF ETHICS

In the performance of his or her duties, a Director should, at all times, observe the following code of conduct:

3.1 Corporate Governance

- i) Should have a clear understanding of the goals, objectives, capabilities and capacity of the Company;
- ii) Should devote time and effort to attend meetings and to know what is required of the Board and as a Director in the effective discharge of his duties;
- iii) Should ensure at all times that the Company is properly managed and effectively controlled;

- iv) 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;
- v) Should insist on being kept informed on all matters of importance to the Company in order to be effective in corporate management;
- vi) Should limit his directorships to a number in which he can best devote his time and effectiveness, and should avoid directorships in companies which have or may have integrity and governance issues;
- vii) Should exercise the powers conferred to him as a Director for the best interest and benefit of the Company;
- viii) Should immediately disclose all contractual interests whether directly or indirectly with the Company or any related company;
- ix) Should not divert to his own advantage any business opportunity that the Company or any related company is pursuing, or use the confidential information obtained from his office as a Director for his own advantage or that of others;
- x) Should act with utmost good faith towards the Company in any transaction and to act honestly and responsibly in the exercise of his powers and in discharging his duties;
- xi) Should be willing to exercise independent judgment and contribute opposing views if the interest of the Company is at stake; and
- xii) Should promote a good corporate governance culture that reinforces ethical, prudent and professional behaviour.

3.2 Relationship with Shareholders, Employees, Creditors and Customers

- i) Should be guided by Paramount's vision, mission and core values in safeguarding the interest of the Company's shareholders, employees, creditors and customers;
- ii) Should promote professionalism and improve the competency of management and employees; and
- iii) Should ensure that adequate safety measures and protection are properly provided to the Company's workers and employees at the workplace.

3.3 Economic, Environmental and Social Responsibilities

- i) Should ensure that all necessary steps are taken to protect the Company's assets and to manage the Company's businesses in the interest of long-term sustainability;
- ii) Should adopt an objective and positive attitude and give the utmost cooperation for the common good when dealing with government authorities or regulatory bodies;
- iii) Should ensure the effective use of natural resources, and improve the quality of life by promoting corporate social responsibilities;
- iv) Should be more proactive to the needs of the community and to assist in society-related programmes to promote a 'Caring Society'; and
- v) 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, abuse of power, corrupt practices and money laundering activities.

3.4 Conflict of Interest

- i) Should avoid being involved in situations where there is real or apparent conflict of interest with the Company or any related company;
- ii) Should not use the knowledge gained in the course of his duties or employment for any private or personal advantage, directly or indirectly.
- iii) Should avoid any situation in which he has an interest in any entity or matter that may influence his judgement in the discharge of his responsibilities.

3.5 Confidential Information

- i) Should exercise caution, diligence and care to safeguard any information of a confidential and sensitive nature relating to the Company and/or the Group which is acquired in the course of his duties or employment, and should be strictly prohibited from disclosing such information to any person, unless the disclosure is duly authorised by the Board.
- ii) In the event that a Director becomes aware of any material information affecting the Company and/or the Group which has yet to be publicly released, the material information must be held in the strictest confidence by the Director involved until it is publicly released.

3.6 Inside Information and Securities Trading

- i) No Director shall use price sensitive non-public information, which can affect the prices of the securities of Paramount and/or any related listed companies when it becomes publicly known (**Inside Information**), for any personal benefit.
- ii) Directors are prohibited to trade in securities or to provide information to others to trade in the securities of Paramount and/or related listed companies until the Inside Information is publicly released.
- iii) Directors should also not trade in securities in any other companies where they have Inside Information that was obtained in the course of their duties as a Director of the Company.

3.7 Utilisation of Resources

Directors must, at all times, ensure that the resources of the Company are properly employed and utilised for legitimate business purposes, and that no assets and information belonging to the Company and/or the Group should be used for any personal gain.

3.8 Business Records and Control

Directors must ensure:

- i) that accurate, timely and reliable records are maintained to meet the Company's legal and financial obligations and to facilitate effective management of the Company's affairs;
- ii) that all books, records and accounts should conform to generally accepted and applicable accounting principles and to all applicable laws and regulations; and
- iii) that no unauthorised, false, improper or misleading records or entries should be made in the books and records of the Company, under any circumstances.

3.9 Compliance with the Law

The Group will comply with all applicable laws, rules and regulations of the governments, commissions and exchanges in jurisdictions within which the Group operates. Directors are expected to understand and comply with the laws, rules and regulations that are applicable to their positions and/or work, including the Anti-Money Laundering and Anti-Terrorism Financing Act 2001, Malaysian Anti-Corruption Commission Act 2009 and Competition Act 2010. The Group reserves the right to report any actions or activities suspected of being criminal in nature to the police or other relevant authorities.

3.10 Reporting of Violations of the Code

Any Director who is aware or has suspicion of a violation of the Code is encouraged to report such violations through the Whistle Blowing Policy. No individual will be discriminated against or suffer from any act of retaliation for reporting in good faith on violations or suspected violations of the Code.

4. REVIEW

The Board of Directors of Paramount shall review this Code once in every three (3) years or as and when the need arises to ensure that it continues to remain relevant and effective in meeting the objectives as highlighted herein.
