



CODE OF ETHICS

At CNG Holdings we set forth the standards by which we conduct our business. Although this document cannot address every situation that may arise, it provides a framework for the business conduct expected of every employee and stakeholder we work with. It is intended to meet minimum legal requirements as well as align with our Company values. Any violation of this Code of Ethics may be reported to protect the Company's interests, and all inquiries will be treated with courtesy and will remain confidential.

1. Integrity & Accountability

We expect all our employees to act honestly and responsibly. *"Every employee has the obligation to place the interests of the company ahead of any personal interests, in any business transaction and always act in good faith."*

2. Fairness & Respect

We expect all our employees to treat all stakeholders with dignity and fairness. *"Non-discrimination in employment practices and in all of the Company's business relationships, both internal and external, is central to the Company policy of high ethical business conduct and is consistent with the company's principles and philosophies."*

3. Compliance & Good Governance

We expect all our employees to comply with laws, regulations, and internal policies. *"The Company records are relied upon to produce reports to company management, shareholders, creditors, governmental entities, and regulatory agencies."*

4. Anti-Corruption & Fair Competition

We expect all employees to prohibit bribery and unethical competitive practices. *"The making of unlawful or improper payments to customers, suppliers, government officials, employees or other stakeholders is against the company policy and is strictly forbidden."*

5. Confidentiality & Data Protection

We expect all employees to protecting sensitive information. *"The company respects the individual privacy of its employees."*

6. Health, Safety & Environment

We expect all employees to be committed to maintain our operations as safe and environmentally responsible. *"Fundamental to the success of the company, the Company will protect people and the environment by meeting or exceeding local regulation and the company standards."*

This Code of Ethics is supported by our comprehensive Code of Conduct, which sets out the detailed standards and responsibilities that guide all employees at CNG Holdings.

Josua le Roux

Chief Executive Officer

Date: 3 December 2025