

The Board of Directors of Hubline Berhad (the "Company") establishes the following Code of Conduct and Ethics which are applicable to all Directors and employees of Hubline Berhad, regardless of locations, roles or responsibilities.

## **1. Conflicts of Interest**

You should avoid business dealings and personal relationships that cause or may cause conflicts of interest with your responsibilities to the Company.

It is important to be mindful of any relationship or association which may be a conflict of interest with the Company.

## **2. Abuse of Power and Harassment**

You must not engage in actions or behaviours that involve harassment or bullying.

A person in a position of power or authority must not abuse that position.

You are expected to be inclusive, collaborative and supportive. You must treat each other fairly and properly.

## **3. Corruption**

You must not engage in bribery of individuals in a position of trust, such as employees or officers of our suppliers and customers or community leaders.

## **4. Insider Trading**

In the course of your job you may learn of information about the Company before it is made public. Using this information for your financial or other personal benefit or conveying this information to others may be illegal. As such, you must not engage in insider trading activities.

## **5. Money Laundering**

Money laundering is an act of accommodating the transformation of profits from illegal activities and corruption into allegedly legitimate assets. You must not engage in money laundering activities.