

POLICY	HEXTAR TECHNOLOGIES SOLUTIONS BERHAD Registration No. 200501034100 (716241-X)			
	Document Title: CODE OF ETHICS AND CONDUCT			
Document No.:	HexTech-POL008-02	Revision: 2	Page No.: 1 of 5	Date: 28 May 2024

## 1. INTRODUCTION

In line with good corporate governance practices, the Board, the Management, and employees of HexTech Technologies Solutions Berhad (“HexTech” or “Company”) and its subsidiaries (collectively referred to as the “HexTech Group”) have made a commitment to create a corporate culture within the HexTech Group to operate the businesses of the HexTech Group in an ethical manner and to uphold the highest standards of professionalism and exemplary corporate conduct. This Code of Ethics and Conduct (“the Code”) sets out the principles and standards of business ethics and conduct of the HexTech Group.

## 2. OBJECTIVE

The objective of the Code is to assist the Directors and Employees (as defined under Clause 3 of the Code) in defining ethical standards and conduct at work. The Code is not intended to be exhaustive, and there may be additional obligations that Directors and Employees are expected to behave or conduct when performing their duties.

For all intents and purposes, all Directors and Employees shall always observe and ensure compliance with all applicable laws, rules and regulations to which they are bound to observe in the performance of their duties.

## 3. APPLICABILITY

The Code is applicable to all employees (including full time, probationary, contract and temporary staff) (“Employees”) and Directors of HexTech Group.

Each Employee has a duty to read and understand the Code. Violation of any of the Code’s provisions can result in disciplinary action, including termination of employment.

If a Director requires further clarification on the Code, the Director may refer or highlight any concerns to the Chairman of the Board or Chief Executive Officer/Managing Director, whereas for an Employee, the Employee may refer or highlight any concerns to the immediate superior, Head of Department or the Human Resources Department.

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#### 4. CORE AREAS OF ETHICS AND CONDUCT

##### 4.1 Conflicts of Interest

The Directors and Employees should avoid involving themselves in situations where there is real or apparent conflict of interest between them as individuals and the interest of the HexTech Group. Directors and Employees must not use their positions or knowledge gained directly or indirectly in the course of their duties or employment for private or personal advantage (directly or indirectly).

In addition, a Director or an Employee shall avoid any situation in which the Director or Employee has an interest in any entity or matter that may influence the Director or Employee's judgment in the discharge of responsibilities.

##### 4.2 Confidential Information

It is pertinent that all Directors and Employees exercise caution and due care to safeguard any information of a confidential and sensitive nature relating to the HexTech Group which is acquired in the course of their employment, and are strictly prohibited to disclose to any person, unless the disclosure is duly authorized or legally mandated.

In the event that a Director or an Employee knows of material information affecting the HexTech Group which has not yet been publicly released, the material information must be held in the strictest confidence by the Director or Employee involved until it is publicly released.

##### 4.3 Inside Information and Securities Trading

No Director or Employee shall use price sensitive non-public information, which can affect the prices of the securities of the Company and/or related listed companies when it becomes publicly known ("Inside Information"), for personal benefit. Directors and Employees are prohibited to trade in securities or to provide information to others to trade in securities of the Company and/or related listed companies until the Inside Information is publicly released. Directors or Employees shall also not trade in securities in any other companies where they have Inside Information which they obtain in the performance of their duties.

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#### 4.4 Protection of Assets and Funds

Directors and Employees must protect the assets and funds of HexTech Group to ensure availability for legitimate business purposes and that no property, information or position belonging to HexTech Group or opportunity arising from these be used for personal gain.

#### 4.5 Business Records and Control

Accurate, timely and reliable records are necessary to meet HexTech Group's legal and financial obligations and to manage the affairs of HexTech Group. All books, records and accounts should conform to generally accepted and applicable accounting principles and to all applicable laws and regulations. The preparation and maintenance of accurate and adequate business records are the responsibility of each Employee. No unauthorized, false, improper, or misleading records or entries shall be made in the books and records of the HexTech Group, under any circumstances.

#### 4.6 Compliance to The Law

HexTech Group will comply with all applicable laws, rules and regulations of the governments, commissions, and exchanges in jurisdictions within which HexTech Group operates. Directors and Employees 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, Personal Data Protection Act 2010, and Competition Act 2010. HexTech Group reserves the right to report any actions or activities suspected of being criminal in nature to the police or other relevant authorities.

#### 4.7 Personal Gifting

No personal gifts, favours, entertainment, or services, in cash or kind, that will or will appear to influence objective and fair business decisions, will be accepted or provided.

The gifts, favours, entertainment or services that are deemed as not given to influence the Directors' or Employees' performance of duties include normal business courtesies (meals or entertainment), token gifts which are occasional, gifts during festive or special occasions and gifts from social functions attended by the Directors or Employees on behalf of HexTech Group, are permissible.

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#### 4.8 Health and Safety

HexTech Group will use its best endeavours to ensure a safe workplace and maintain proper occupational health and safety practices to commensurate with the nature of HexTech Group's businesses and activities. Such a commitment in return requires that all Directors and Employees understand and abide by HexTech Group's policies and procedures.

#### 4.9 Sexual Harassment

Sexual harassment by any Director or Employee is unacceptable. It is HexTech Group's policy to provide all Employees with a working environment free from any form of sexual harassment. Any questions concerning issues of such should be directed either to the Employees' superior or the Human Resource Department. All such reports and/or complaints shall be treated with strictest confidence.

#### 4.10 Outside Interest

Directors and Employees shall not engage in an outside interest that will undermine the performance of the Directors and Employees or bring disrepute to HexTech Group.

#### 4.11 Fair and Courteous Behaviour

All Employees are to treat their fellow Employees fairly and courteously without regard to race, creed, religion, gender, nationality, age, or disability, and shall not create any form of discrimination or prejudice in the workplace.

#### 4.12 Misconduct

No Director or Employee is to be involved in or abet any activity that is deemed by HexTech Group to be an act of misconduct (includes use and abuse of drugs).

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## 5. REVIEW OF THE CODE

The Board will monitor compliance with the Code and review the Code regularly to ensure that it continues to remain relevant and appropriate.

## 6. WAIVER OF THE CODE

Waiver of the Code may be made by the Board or the appropriate Committee of the Board. Waiver of the Code may be granted on a case-by-case basis and only in extraordinary circumstances.

This Policy was adopted by the Board on 28 May 2024 and is made available on the Company's website, <https://www.hextartech.com>.