

HSS HOLDINGS BERHAD
Registration No.: 202501015431 (1616846-W)

CODE OF ETHICS AND CONDUCT

All Directors and employees of HSS Holdings Berhad (“the Company”) and its subsidiaries (“the Group”), in exercising and/or discharging his/ her powers or duties, shall comply with all applicable laws, rules and regulations, including the Constitution of the Company. The core areas of conduct include the following:

- (a) adherence to the Code of Ethics and Conduct at all times;
- (b) upholding high standards of business, professional and ethical conduct and refraining from accepting gifts or other forms of benefits that could reasonably influence the performance of their duties;
- (c) commitment to the principles of selflessness, integrity, objectivity, accountability, openness, honesty and leadership, including the ethical management of conflicts of interest;
- (d) prohibition against the use of information obtained in the course of duties for personal gain or political purposes;
- (e) upholding accountability, acting in good faith and serving the best interests of the Group.;
- (f) safeguarding the Group's legitimate business interests, including corporate opportunities, assets and confidential information;
- (g) providing full, fair, accurate, timely and understandable disclosure; and
- (h) declaration any personal, professional, or business interests as well as potential conflict of interests that may conflict with responsibilities.

ENFORCEMENT OF THE CODE OF ETHICS AND CONDUCT

In the event of any violation of this Code of Ethics and Conduct by any Director or employees of the Group, the Board shall determine the appropriate actions to be taken after considering all relevant information and circumstances.

REVIEW OF THE CODE OF ETHICS AND CONDUCT

This Code of Ethics and Conduct (Version No. 1) was reviewed and approved by the Board on 13 August 2025. The Board will review this Code of Ethics and Conduct from time to time at least once every three (3) years to ensure that it continues to remain relevant and appropriate.