

## **CODE OF ETHICS AND BUSINESS PRACTICE**

### **Executive Summary**

DRB-HICOM is committed to maintaining the highest standards of conduct at the workplace and in business engagements. Our business must be conducted fairly, professionally and impartially and in full compliance with all laws and regulations. In conducting business, honesty and integrity as well as the absence of any conflict of interest, will underpin all Company relationships, including those with customers, vendors, suppliers, contractors, government officials, the business community at large and among employees. Our employees must continue to uphold the image, integrity and impartiality of the Company in any business conduct and must not engage in any practice that may raise question questions about these values.

The Board and Management of the Company have placed upon themselves, the prime responsibility of ensuring that ethical work and business conduct are ever present. It is, however, the responsibility of every employee to comply and act in accordance with the policies set out in this document and any updates of them that may be circularized from time to time. This responsibility that is entrusted to the employees includes supporting the implementation of the Code and the right to ask questions, provide feedback, report suspected violations and express concerns regarding compliance with or deviations from the Code. Superiors and the Chief Executive Officers of The Group companies have the added responsibility of ensuring the implementation of the Code and the monitoring its compliance.

The Office of the Group Managing Director (GMD) will be compiling the policy guidance or any reviews thereof from time to time. The principles outlined in this Code encompass four areas of business relationship including the workplace. This document is meant as a reference for all levels of employees and indirectly all parties that do business with us. In dealing with the external parties, we need to pass the message of the needs for ethics compliance.

Except in situations that are considered business norms, for avoidance of doubt, business courtesies or gift are discouraged. Largely, gifts can be misconstrued as possibly giving undue influence on the decision-making in the Company and should not be accepted. It should also be noted that gifts may be deemed to be derived from one party if made through intermediaries.

Any exception to the above could only be granted by the GMD of DRB-HICOM Berhad/HICOM Holdings Berhad.