



CODE OF BUSINESS ETHICS AND CONDUCT

QL Resources Berhad and its subsidiaries

CONTENTS	PAGE
SECTION 1.0 BACKGROUND	1
SECTION 2.0 SCOPE	1
SECTION 3.0 GOVERNANCE AND ACCOUNTABILITY	1
3.1 Compliance with the Code of Business Ethics and Conduct (the "COBEC")	1
3.2 Compliance with Laws	2
SECTION 4.0 BUSINESS INTEGRITY AND ETHICAL CONDUCT	2
4.1 Anti-Bribery and Anti-Corruption	2
4.2 Anti-Money Laundering	2
4.3 Conflicts of Interest	3
4.4 Gift, Entertainment, Hospitality and Third-Party Travel	4
4.5 Insider Trading	4
4.6 Opportunities	5
4.7 Proprietary, Confidential Information and Personal Data Protection	5
4.8 Property	5
4.9 Records and Information	6
SECTION 5.0 WORKPLACE SECURITY, OCCUPATIONAL SAFETY AND HEALTH CONDUCT	6
5.1 Workplace Security	6
5.2 Workplace Occupational Safety and Health	7
SECTION 6.0 ENVIRONMENT AND SOCIAL CONDUCT	7
6.1 Environmental Responsibilities	7
6.2 Social Responsibilities	7
SECTION 7.0 DIGITAL RESPONSIBILITY AND CONDUCT	7
7.1 Responsible Use of Digital Platforms and Technologies	7
SECTION 8.0 REPORTING OF VIOLATIONS	8
8.1 Whistleblowing Channel	8
SECTION 9.0 DECLARATION REQUIREMENTS FOR INTEGRITY AND CONFLICT OF INTEREST	9
SECTION 10.0 REVIEW OF THE COBEC	9
APPENDIX A INTEGRITY AND BACKGROUND DECLARATION FOR EMPLOYEES	10-11
APPENDIX B DECLARATION OF CONFLICT OF INTEREST SITUATIONS	12-13



1.0 Background

QL Resources Berhad (“QL” or the “Company”) and its subsidiaries (“QL Group” or the “Group”) are committed to maintaining the highest standards of ethics and integrity.

Our Vision is to be the preferred global agro-based enterprise.

Our Mission is to create nourishing products from agro resources, leading to benefits for all parties.

Our Values are Integrity, Teamwork, Innovation, and Win-Win.

Guided by the Group’s vision, mission and values, the Group remains committed to conducting business in a way that creates sustainable value for stakeholders and contributes positively to society.

In the course of carrying out our roles and responsibilities in our business relationship with distributors, directors, employees, customers, business contacts and society, we remain committed to acting in accordance with upholding the highest standards of excellence, honesty, and integrity in every business activity.

This Code of Business Ethics and Conduct (the “COBEC”) is formulated to enhance the standards of corporate governance and corporate behaviour with the intention of achieving the following objectives in the QL Group of companies:

- to establish a standard of ethical behaviour for Directors, Senior Management and employees of companies in the QL Group based on trustworthiness and values that are acceptable;
- to promote accountability and foster responsible corporate citizenship in accordance with applicable laws, regulations and QL Group’s policies; and
- to formalise and inculcate ethical values through the COBEC and ensure their implementation and compliance.

2.0 Scope

This COBEC is based on the principle that Directors and Employees of the QL Group have a duty to conduct business ethically, in a manner that promotes the accomplishment of the Group’s objectives.

For purposes of this COBEC, the term ‘**Employees**’ refers to all individuals employed by any company within the QL Group, including Officers, Senior Management, and personnel at all levels, whether permanent, contract, or temporary.

3.0 Governance and Accountability

3.1 Compliance with the Code of Business Ethics and Conduct (the “COBEC”)

3.1.1 All Directors and Employees are expected to comply with this COBEC and other QL Group policies.

3.1.2 This COBEC should be read in conjunction with other QL Group policies. Each Director and Employee is responsible for being familiar with this COBEC and the accompanying policies that support its implementation.

3.1.3 Failure to observe the COBEC and other QL Group policies may result in disciplinary action, including possible termination of employment. Furthermore,



violations of this COBEC may also constitute violations of the law and may result in civil or criminal penalties.

3.2 Compliance with Laws

3.2.1 QL Group conducts business and transactions in compliance with all applicable local, national and international laws and regulations.

3.2.2 Compliance with these laws and regulations is a fundamental obligation and forms the foundation for ethical conduct and responsible decision-making within the QL Group. It must be consistently upheld in the performance of duties.

3.2.3 Directors and Employees are expected to understand and comply with all relevant laws and regulations and are encouraged to consult their immediate superior or Head of Department if they have any questions or uncertainties regarding these laws and regulations.

4.0 Business Integrity and Ethical Conduct

4.1 Anti-Bribery and Anti-Corruption

4.1.1 QL Group upholds a strict **Zero Tolerance** policy towards any form of bribery and corruption.

4.1.2 The Group is dedicated to ensuring that all business practices are conducted with the highest standards of integrity and ethical conduct. Any attempt to engage in, facilitate or tolerate bribery and corruption will result in immediate action, including disciplinary measures, termination of employment or business relationships and where applicable, legal actions.

4.1.3 Compliance with this Policy is mandatory for the Group, its Directors and Employees. Violations will be treated with utmost seriousness and may result in contract or employment reviews, disciplinary measures, termination of relationships and/or reporting to the relevant Authorities in accordance with applicable laws.

This section shall be read in conjunction with QL Group's Anti-Bribery and Anti-Corruption Policy.

4.2 Anti-Money Laundering

4.2.1 Money laundering is the process of which persons or groups try to conceal the proceeds of illegal activities or try to make the sources of their illegal funds look legitimate via legitimate business dealings. QL Group recognises the possibility that its Directors and Employees, unknowingly, may be dealing or have dealt with money laundering.

4.2.2 Directors and Employees are to avoid any engagement and/or activities with parties convicted or highly suspected of association with criminal/terrorist activities or organisations. Directors and Employees should consider, where appropriate and practical, conducting reasonable counterparty due diligence to understand the business and background of any prospective business partners including inquiry, where practicable, into suspicious conduct, proceeds or funds of the counterparty.

4.2.3 Directors or Employees must report to their immediate superior or Head of Department suspected incidents of money laundering.



4.2.4 A violation of this provision may constitute violations of the law and may result in civil or criminal penalties.

4.3 Conflicts of Interest

4.3.1 Directors and Employees must be sensitive to activities, interests or relationships that interfere with, or which appear to interfere with QL Group interests. These activities, interests or relationships are considered “conflicts of interest”. Conflicts of interest arise from financial or other business relationships with QL Group, suppliers or competitors that may impair, or appear to impair, the independence of any judgment a Director or an Employee may need to make on behalf of the Group.

4.3.2 Conflicts of interest may arise from personally investing in outside business activities, consideration of business opportunities, or dealings with related parties.

4.3.3 Examples include but are not limited to the following:

- (i) **Speculation or Personal Dealing:**
Speculation or dealing for personal benefit in equipment, supplies, material, services or property purchased by or products sold by members of QL Group
- (ii) **Outside Activities:**
Engaging in outside interests or business activities that materially limit an employee’s ability to devote proper time or attention to QL Group businesses.
- (iii) **Personal Financial Interests:**
Owning, directly or indirectly, a financial or management interest in a business enterprise that solicits business with, competes with, or has a common business objective with QL Group, unless such interest is limited to publicly traded securities held for passive investment purposes and the individual’s aggregate holdings (including those of related parties) do not exceed 5% of QL Group’s outstanding shares or has received prior approval from the Group.
- (iv) **Relationship with Third Parties:**
Having direct or indirect relationships with outsiders that are unethical or may create personal gain for a Director or an Employee who can influence QL Group’s dealings, or that may place the Director, Employee or QL Group in an ethically compromised position.
- (v) **Business Opportunities:**
Diverting to oneself a business opportunity in which QL Group is or may be interested.
- (vi) **Gifts and Favours:**
Accepting any loan, entertainment, or favour from anyone associated with a distributor, customer, supplier, vendor, contractor, competitor, or other outside business entity that places the Director or Employee under actual or implied obligation, that could be construed as a bribe or payoff, is illegal, or would be embarrassing to QL Group if disclosed.

4.3.4 If a situation constitutes a conflict of interest for a Director or an Employee, it will likely constitute a conflict of interest if it involves a family member or business associate.

4.3.5 Disclosure and Guidance



- 4.3.5.1 Directors and Employees are under a continuing obligation to disclose any situation that presents a conflict of interest. Disclosure to the Management, Board's or AC nominated person is the key to being compliance with this COBEC. If you are unsure whether a situation constitutes a conflict of interest, you are strongly encouraged to seek guidance from your immediate superior or the Head of Department before taking any action.
- 4.3.5.2 This enables independent representatives to assess the situation and determine whether the Group's interests are being protected. If a Director or an Employee discovers, due to changed circumstances or otherwise, that they have become involved in a conflict of interest or are in competition with the Group in a manner that may violate this COBEC, the Director or Employee must report the conflict as soon as possible. Unless appropriate approval is obtained, the Director or Employee must promptly eliminate the conflict or competitive situation.
- 4.3.5.3 As it is impossible to describe every potential conflict of interest, Directors and Employees are expected to exercise good judgment, seek advice when appropriate, and adhere to ethical standards in all professional and personal affairs.

This section shall be read in conjunction with QL's Conflict of Interest Policy and Procedure.

4.4 Gift, Entertainment, Hospitality and Third-Party Travel

- 4.4.1 Generally, gift, entertainment and hospitality are not prohibited by the Group. However, any gift, entertainment and hospitality that influences business related decision may constitute a bribe and corruption and must be avoided at all costs.
- 4.4.2 When a Director or an Employee of the Group receives any gift, entertainment and hospitality from the Group's Stakeholders, it must be recognised that the gift, entertainment and hospitality is extended in their official capacity on behalf of the Group and not in a personal capacity. Hospitality involves providing or receiving benefits to initiate, strengthen or maintain business relationships. This includes meals, receptions, and tickets to social, entertainment or sporting events.
- 4.4.3 QL Group has established the limits for gift, entertainment and hospitality and all employees are expected to adhere to these limits. In relation to the Group's business counterparties, any non-business-related travel which is in substance a vacation, tour, holiday, or anything to that effect, is considered as a gift, entertainment, or hospitality which is prohibited and shall not be provided or accepted by the Group, its Directors, or Employees.

This section shall be read in conjunction with QL Group's Gift, Entertainment, Hospitality and Third-Party Travel Policy.

4.5 Insider Trading

- 4.5.1 No Directors or Employees shall use price sensitive non-public information or confidential business information, which can affect securities price of the company when it becomes publicly known ("Inside Information"), for personal benefit or the benefit of other persons.
- 4.5.2 Directors and Employees are prohibited to trade in securities or to provide information to others, including but not limited to family, friends and business associates to trade in securities of entities relating to the Inside Information until the Inside Information is publicly released.



4.6 Opportunities

- 4.6.1 Directors and Employees have an obligation to give QL Group their complete loyalty and to advance QL Group's legitimate business opportunities. QL Group expects its best interests to be foremost in the minds of Directors and Employees as they perform their duties. These duties include the following:
- (i) not taking personal advantage of opportunities discovered through the use of QL Group property, information or position as a Director or Employee; and
 - (ii) not competing with QL Group.

4.7 Proprietary, Confidential Information and Personal Data Protection

- 4.7.1 Directors and Employees are required to safeguard proprietary, confidential information and personal data in the course of and subsequent to their employment with QL Group. Disclosure of such information must strictly comply with all applicable laws and is strictly prohibited without proper authorisation, including through digital platforms or social media channels. Information must only be shared internally within QL Group with personnel who have been formally authorised and whose job responsibilities require access to such information for legitimate business purposes.
- 4.7.2 QL Group's proprietary or confidential information refers to non-public information that if disclosed, may provide an advantage to competitors or cause harm to QL Group, its suppliers, or other third parties. Examples of proprietary information include plans for acquisition, financing and business/ strategic plans and budgets. Further examples of confidential information, include employee records, customer information or QL Group or its related entities' information, including name, address, contact numbers, e-mail, addresses, medical and billing records, government-issued identification (e.g. Identity Card, Driver's Licence), credit card, banking or other financial information and other sensitive business or personal information.
- 4.7.3 Directors and Employees must comply with all applicable data privacy and protection laws, such as the Personal Data Protection Act (PDPA) and any amendments made thereto, when handling personal data. Any collection, use, storage, or disclosure of personal data must be conducted lawfully, transparently, and with appropriate safeguards to protect the confidentiality, privacy and rights of individuals. Any misuse or unauthorised disclosure of personal data may result in disciplinary action and legal consequences.

This section shall be read in conjunction with QL Group's Data Protection and Privacy Policy.

4.8 Property

- 4.8.1 Directors and Employees are responsible for the proper use of QL Group's property, including our information resources, records, materials, facilities and equipment, and the property of suppliers, service providers or other third parties which are under your care or control.
- 4.8.2 Directors and Employees are expected to use and maintain these assets with care, guarding against theft, waste or abuse which may damage such property or assets.
- 4.8.3 Directors or Employees shall not misappropriate the Group's property or the property of others for personal use or for the use of others.



- 4.8.4 The computer, electronic mail, internet access, and voice mail systems provided are intended for business purposes. Directors and Employees shall not use these systems in a manner which is harmful or embarrassing to the Group or suppliers, service providers or others. Under no circumstances shall any of the Group's systems be used to solicit, harass or otherwise offend or for any unlawful purpose.
- 4.8.5 QL Group reserves the right to inspect workspaces and to audit, access and disclose all information and data, including electronic mail message, SMS or text messages, and phone call records, stored on or in any of QL Group's equipment, for any purpose.

4.9 Records and Information

- 4.9.1 QL Group is committed to promoting full, accurate, timely and understandable disclosure in all public communications, including reports and documents that Directors or Employees file, or submit to, government authorities.
- 4.9.2 QL Group's financial information and statements must be prepared in accordance with generally accepted accounting principles, the Malaysian Financial Reporting Standards and applicable statutory accounting practices and procedures for regulatory purposes, to fairly present, in all material respects, QL Group financial position and operating results.
- 4.9.3 Directors and Employees are personally responsible for the integrity of the information, reports and records under their care or control. Directors and Employees must maintain accurate and complete records, data and other information in sufficient detail so as to reflect QL Group transactions accurately. Misrepresentation of or falsifying facts/ records will not be tolerated and will result in disciplinary action.
- 4.9.4 Directors and Employees must comply with QL Group's policy on retention and planned destruction of records. If any government authority or official requests for access to our records, data or other information of ours, Directors or Employees must notify their immediate superior and Head of Department of this request immediately.
- 4.9.5 Directors and Employees shall not destroy or alter any records, data or other documents which are potentially relevant to a violation of law or any litigation or any pending, threatened or foreseeable government investigation or proceeding or lawful request.
- 4.9.6 Directors and Employees shall fully cooperate with appropriately authorised internal or external investigations. Making false or misleading statements to anyone, including internal or external auditors, QL Group's panel lawyers, representatives or other employees, or regulators can be construed as a criminal act that can result in severe penalties.
- 4.9.7 Directors and Employees must never withhold or fail to communicate information that should be brought to the attention of Senior Management.

5.0 Workplace Security, Occupational Safety and Health Conduct

5.1 Workplace Security

- 5.1.1 Directors and Employees are expected to foster a work environment that is free from the fear of retribution or reprisal, ensuring psychological safety and mutual



respect for all individuals. The workplace must remain free from any acts of physical coercion, violence or threats of violence, as well as verbal, sexual or psychological harassment, bullying, intimidation, abuse or other harsh or inhumane treatment by managers or fellow employees.

5.2 Workplace Occupational Safety and Health

5.2.1 QL Group is committed to providing a safe and healthy workplace through the preservation of a safe and healthy work environment, the prevention of occupational illness or injury and the prevention and control of global health issues to as low as reasonably practicable.

5.2.2 Directors and Employees are expected to support this commitment and are responsible for complying with all applicable safety and health laws, regulations and internal company requirements.

This section shall be read in conjunction with QL's Occupational Safety and Health Policy.

6.0 Environment and Social Conduct

6.1 Environmental Responsibilities

6.1.1 QL Group is committed to minimising our environment footprint and actively contributing to the conservation and protection of our natural resources. Our operations prioritise practices that reduce waste, conserve energy, promote renewable resources, and mitigate the impacts of climate change.

6.1.2 Directors and Employees are expected to support this commitment and are responsible for complying with all applicable environment legislations, regulations and internal company requirements.

This section shall be read in conjunction with QL Group's Sustainability Policy and QL Group's Environmental Policy.

6.2 Social Responsibilities

6.2.1 QL Group is committed to conducting our business in a manner that respects the rights of all people, complying with all applicable regulations and laws.

6.2.2 Directors and Employees are expected to adhere to the Group's stance on Human Rights and Labour Standards.

This section shall be read in conjunction with QL Group's Sustainability Policy and QL's Group Human Rights and Labour Standards Policy.

7.0 Digital Responsibility and Conduct

7.1 Responsible Use of Digital Platforms and Technologies

7.1.1 Directors and Employees must exercise ethical judgment, accountability, and professionalism in their use of digital platforms and technologies, including artificial intelligence (AI). All communications about QL Group, its competitors, or themselves on public or digital platforms, including social media such as Facebook, Instagram, LinkedIn, TikTok, and X, as well as, blogs, forums, messaging apps,



and other online channels, must be truthful, respectful, and substantiated. False, misleading, or unsubstantiated statements are strictly prohibited.

- 7.1.2 Only authorised Directors and Employees may speak on behalf of QL Group and posting information about the company anonymously or without approval is not permitted. Directors and Employees must avoid sharing confidential or sensitive company information and refrain from any online behaviour that could harm QL Group's reputation or relationships.
- 7.1.3 Directors and Employees are strictly prohibited from posting or sharing content that is discriminatory, defamatory, offensive, or includes personal attacks, harassment, threats, pornographic material, religiously sensitive or racially offensive content, insults to the royal institution, illegal activities, or content that promotes unlawful behaviour. Promotion of personal businesses, political campaigns, or private ventures, as well as disclosure of proprietary, confidential, or copyrighted material without authorisation, is also not allowed.
- 7.1.4 Personal use of social media during working hours should be minimised and restricted to break times unless required for work purposes. Employees are discouraged from using company property (such as desktop computers and laptops) for personal social media activities.
- 7.1.5 Directors and Employees must also be aware of the risks associated with AI-generated content, including misinformation, bias, and data privacy breaches. Any use of AI tools must comply with applicable data protection laws and internal policies to safeguard personal and corporate information. When using digital technologies, including AI, directors and employees are expected to act responsibly, transparently, and in alignment with QL Group's values and policies. The use of these tools should always support ethical conduct, protect company interests, and maintain the trust of stakeholders.
- 7.1.6 Any misuse of digital platforms or technologies, including violations of this section, may result in disciplinary action, up to and including termination of employment.

This section shall be read in conjunction with QL's Group Social Media Policy and QL's Group Information Technology Policy.

8.0 Reporting of Violations

8.1 Whistleblowing Channel

- 8.1.1 Directors and Employees who are aware of any known or suspected violation of laws, rules, regulations, or this COBEC are required to report the matter through the **Whistleblower Policy** approved by the Board. Failure to report a known or suspected violation of the COBEC constitutes a breach of the COBEC itself. Similarly, knowingly submitting false information about a violation is also a violation.
- 8.1.2 While each Director or Employee has a duty to report violations, this responsibility must not be misused to unjustly accuse, harass or malign others. Reports must be made in good faith and will be handled promptly, fairly, and in accordance with applicable laws and internal procedures. Retaliation against any individual who raises a concern in good faith is strictly prohibited.
- 8.1.3 All reports will be treated with strict confidentiality, and the identity of the whistleblower will be protected to the fullest extent possible. Where appropriate, QL Group will provide updates on the status or outcome of the investigation while maintaining confidentiality.



9.0 Declaration Requirements for Integrity and Conflict of Interest

All Directors and Employees are required to complete and sign the Integrity and Background Declaration Form and the Declaration of Conflict of Interest (Appendix A and B). The frequency of submission whether annually, biannually, or as otherwise determined shall be based on the employee's role and level of responsibility within the Group.

QL Group reserves the right to request additional written attestations of compliance with this COBEC at any time, as deemed necessary. These declarations serve as proactive measures to uphold the integrity of the business relationship between QL Group and its Directors and Employees and are not intended to imply suspicion or distrust.

10.0 Review of the COBEC

This COBEC is reviewed and approved by the Board of Directors of QL on 27 November 2025.

It shall be reviewed by the Group periodically and at least once in three years.



Appendix A: Integrity and Background Declaration for Directors and Employees

QL Resources Berhad and its Subsidiaries (the “Group” or “QL Group”)

Integrity and Background Declaration Form for Directors and Employees

Name (“I”):	
Position:	

Please complete all applicable sections. If you are unsure about any part of this form, contact your Manager or respective Head of Department for clarification before submission.

Please tick the appropriate box below to indicate your agreement and your situation.

- I agree to comply with all applicable laws and regulation in the conduct of business or service in relation to the businesses and operations of QL Group.
- I agree to abide by the terms and conditions governing my employment relationship with QL Group, with reference to:
 - any official contracts, employment letter, letter of offer, letter of appointment, engagement letter, or any official document to the similar effect; and
 - the Group’s **Code of Business Ethics and Conduct (the “COBEC”)** and relevant policies and procedures of the Group, including the Group’s Anti-Bribery and Anti-Corruption Policy and relevant Anti-Bribery and Anti-Corruption related policies.
- I agree to conduct business in an ethical manner and will not undertake any bribery and corruption conduct in carrying out my duties and responsibilities for and on behalf of QL Group.
- I understand that if I fail to comply with any part of the above-mentioned **Item 1 to 3**, QL Group reserves the rights to undertake a review of my employment with the Group including contracts, employment, or appointment, which may lead to disciplinary actions, dismissal, and even reporting to the authorities
- If you are aware of any conflict of interest, please describe it in Appendix B. If not, tick the box below to confirm.
 - I confirm that I am not aware of any conflict of interest.
 - I agree to notify QL Group, as soon as practicable, on any emerging or new actual, potential, or perceived conflict of interest situations arising.



6. I declare that:

I have never been convicted of any crime or offences (excluding traffic offences).

I have been convicted of the following offences (excluding traffic offences).

[(To provide a brief description of convicted offences (other than traffic offences))]

7. I declared that I am not an undischarged bankrupt at the date of declaration.

I declare that all information provided in this Form is, to the best of my knowledge and belief, true, complete, and accurate. I understand that if any information is untrue, incomplete, or inaccurate, QL Group reserves the right to review my employment relationship with the Group including but not limited to contracts, employment, or appointment, which may lead to disciplinary actions, dismissal and reporting to the authorities.

Name: _____

Identity Card/ Passport
Number: _____

Signature: _____

Date: _____

Note to Employees: If you have not or are unable to fulfil any section of the Code of Business Ethics and Conduct (the "COBEC"), please contact your superior or respective Head of Department immediately for clarification and remedial measures to be taken.



Appendix B – Declaration of Conflict of Interest Situations

Name:	
Position:	

You are required to disclose any actual or potential conflict of interest situations involving the Group. These may include, but are not limited to:

- A Director or an Employee of the Group having a Close Relationship with an external stakeholder of the Group, such as a supplier, customer, or a person with authority at a regulator, government agency, or authority with which the Group is required to deal;
- A Director or an Employee of the Group having a close relationship with another Director or Employee within the Group;
- A Director or an Employee of the Group having a close relationship with a recipient of donations or sponsorships made by the Group; and
- A Director or an Employee of the Group having a Close Relationship with a competitor of the Group or with a party which may have a direct interest or a directly conflicting interest with the Group.

Note:

- (a) Business Associates include the Group's contractors, sub-contractors, consultants, distributors, agent representatives, or any parties performing work or services for or on behalf of the Group, the Group's joint venture entities, joint venture partners, associate companies, and business partners.
- (b) "Close Relationship" refers to any of the following situations:
- (i) being a family member of the other person, where "family" shall have the definition provided in Bursa Malaysia Securities Berhad's Main Market Listing Requirements, i.e.
 - 1) spouse;
 - 2) parent;
 - 3) child including an adopted child and step-child;
 - 4) brother and sister; and
 - 5) spouse of the person referred to in 3) and 4) above.
 - (ii) being a director, major shareholder, partner, or a person with executive power of an entity or organisation;
 - (iii) being a family member of the person referred in (ii) above;
 - (iv) being a person who is accustomed or under an obligation, whether formal or informal, to act in accordance with the directions, instructions, or wishes of the other person; and
 - (v) being a related party as defined by the Main Market Listing Requirements of Bursa Malaysia Securities Berhad.



	Name of Conflicted Party (actual, potential, and perceived)	Relationship with Conflicted Party	Nature of Conflict of Interest Situation with QL Group and Detailed Description (e.g. shareholdings, directorships, and Close Relationship)
(i)			
(ii)			
(iii)			
(iv)			

I declare that all information provided in this Form is, to the best of my knowledge and belief, true, complete, and accurate. I understand that if any information is untrue, incomplete, or inaccurate, QL Group reserves the right to review my employment relationship with the Group including but not limited to contracts, employment, or appointment, which may lead to disciplinary actions, dismissal, and reporting to the authorities.

Name: _____

Identity Card/ Passport
Number: _____

Signature: _____

Date: _____