



reNIKOLA HOLDINGS SDN BHD

202101014740 (1415040-M)

(Incorporated in Malaysia)

CODE OF CONDUCT

reNIKOLA Holdings Sdn Bhd and its subsidiaries (“reNIKOLA” or the “Group”) are committed to the highest possible level of ethical conduct. This Code of Conduct applies to reNIKOLA’s Directors and employees. All Directors and employees of reNIKOLA are expected to comply to this Code of Conduct at all times while performing their duties on behalf of the Group.

DIRECTORS' CODE OF CONDUCT

1.0 Corporate Governance

- a) Should have a clear understanding of the aims and objectives, capabilities and capacity of the Group;
- b) Should devote time and effort to attend meeting and to know what is required of the Board and each of its directors, and to discharge those functions;
- c) Should ensure at all times that the Group is properly managed and effectively controlled;
- d) Should stay abreast of the affairs of the Group and be kept informed of the Group’s compliance with the relevant legislations and contractual;
- e) Should insist on being kept informed on all matters of importance to the Group in order to be effective in corporate management;
- f) Should have access to the advice and services of the Company Secretaries, who are responsible to ensure proper procedures, rules and regulations are complied with;
- g) Should at all times exercise his powers for the purposes they were conferred, for the benefit and prosperity of the Group;
- h) Should disclose immediately all contractual interests whether directly or indirectly with the Group;
- i) Should neither divert to his own advantage any business opportunity that the Group is pursuing, nor may he use confidential information obtained by reason of his office for his own advantage of that of others;

- j) Should at all times act with utmost good faith towards the Group in any transaction and to act honestly and responsibly in the exercise of his powers in discharging his duties; and
- k) Should be willing to exercise independent judgement and, if necessary, openly oppose if the vital interest of the Group is at stake.

2.0 Relationship with Various Stakeholders, including but not limited to, Business Associates, Shareholders, Employees, Creditors and Customers

- a) Should be conscious of the interest of the various stakeholders, including but not limited to stakeholders, shareholders, employees, creditors and customers of the Group;
- b) Should at all times promote professionalism and raise competency of the Management and employees; and
- c) Should ensure adequate safety measures and provide proper protection to employees and work places.

3.0 Social Responsibilities and the Environment

- a) Should adopt an objective and positive attitude and give the utmost cooperation for the common good when dealing with government authorities or regulatory bodies;
- b) Should ensure effective use of natural resources, and to improve quality of life by promoting corporate social responsibilities; and
- c) Should ensure that the activities and the operations of the Group do not harm the interest and well-being of the society at large and to assist in the fight against inflation.

EMPLOYEES' CODE OF CONDUCT AND ETHICS

1.0 Statement of Policy

reNIKOLA believes that the principles of honesty, high ethical standard of practices, integrity and fairness are the cornerstone of respectable and successful business. It is the policy of the Group that all employees shall observe and adhere to the highest standard of professional ethics and personal action. The Group sets out clearly code of conduct and ethics that guide all employees in the discharge of their daily duties and when dealing with others

2.0 Code of Conduct and Ethics of Employees

- a) To faithfully and diligently accept and perform duties as well as abide by all of the policies, rules, regulations and practices of the Group, expressed or implied, in all aspects and at all times;
- b) To faithfully and diligently accept and perform duties as well as abide by all of the policies, rules, regulations and practices of the Group, expressed or implied, in all aspects and at all times;
- c) Not to engage in any detrimental activity, criminal activity, be guilty of any misconduct which can cause damage of the Group, its employees and its property, directly or indirectly;
- d) Not to divulge confidential information, directly or indirectly to any reason or company except with the Group's approval;
- e) Not to use abusive language and physical violence between employees;
- f) Not to deliberately mispresent facts or falsify data or records on other material and non-material documents to gain personal benefits; and
- g) Sexual harassment shall not be tolerated at any workplace and its applies to all employees, contractors, vendors, visitors regardless of gender, age, sexual orientation, marital status and position. Any employee who is found to have committed the misconduct shall be subjected to disciplinary action including termination.

This Code of Conduct has been approved and adopted by the Group on 20 July 2022.