

BEE SAME GROUP BERHAD

[Registration No.: 202501045773 (1647181-D)]

(Incorporated in Malaysia)

CODE OF CONDUCT & ETHICS

## INTRODUCTION

This Code of Conduct & Ethics (“Code”) applies to all employees (including full time, probationary, contract and temporary staff and Directors) of Bee Same Group Berhad (“the Company”) and its subsidiaries (collectively referred to as “the Group”).

The Company is committed to its role in establishing a corporate culture, which engenders ethical conduct that permeates throughout the Group. This includes adopting best practices in corporate governance and observing high standards of behaviour and integrity in our businesses and activities, including dealings with customers, vendors, suppliers, contractors, government, regulators, investors, the business community as a whole and in the relationship of its own employees in which the Company conducts its operations.

It is the responsibility of every Director and employee to act in accordance with the policies detailed in the Code and any updates or amendments, which may be issued from time to time by the Company. It is also the employee’s responsibility to seek clarification, to ask questions and to report suspected violations or express concerns regarding compliance with the Code. Managers have added responsibility of supporting the implementation of the Code and monitoring compliance of the Code.

The objective of the Code is to ensure that the Company’s business interactions should not in any circumstances, tainted by malpractices.

## PRINCIPLE

This Code is based on the principles of trust, integrity, responsibility, excellence, loyalty, commitment, dedication, discipline, diligence and professionalism.

## PURPOSE

This Code is formulated with the intention of achieving the following aims:

- to emphasize the Company’s commitment to ethics and compliance with the applicable laws and regulations;
- to set forth basic standards of ethical and legal behaviour within the Company;
- to include noble characteristics in performing duties to improve work quality and productivity;
- to improve self-discipline in order to provide the Company with good and quality service; and
- to strengthen skills in performing duties and to be able to adapt to the work environment.

The Code shall serve as documentation of the Company’s commitment in business dealings in a manner that is efficient, effective and fair. This Code is meant as a reference for directors and all levels of employees of the Group.

It is a guide to assist the Company’s directors and employees to live up to the Company’s high ethical business standards and it provides guidance on directors and employee conduct when dealing with other parties that have business dealings with the Company. It also provides guidelines for the manner directors and employees should conduct themselves at the workplace, while performing their daily duties for the Company.

The Code is a guide that highlights key issues and identifies the relevant policies and procedures to help directors and employees conduct business in line with high ethical and integrity standards and it is not a comprehensive manual that covers every ethical situation which directors and employees may encounter during the course of their work.

## CODE OF CONDUCT

The Company is responsible to ensure every Director's and employee's compliance with the Code:

- understand and comply with the Code and the Company's policies and procedures;
- seek guidance when in doubt;
- avoid illegal, unethical or otherwise improper acts;
- report any suspected violation of policies, laws and regulations;
- take responsibility and accountability for his/her actions; and
- notify his/her Head of Department ("HOD"), Chief Executive Officer / Managing Director / executive Director ("CEO / MD / ED") or the Board of Directors ("Board") immediately if any irregularity is suspected.

The Company will take disciplinary action against any personnel who fails to act in accordance with applicable statutory laws, Company's policies and procedures and this Code, up to and including termination of employment or engagement.

If any of the Directors and employees come across any unlawful or unethical situation or any suspected violations of this Code, they shall raise their concerns in accordance with the Whistleblowing Policy.

In the performance of his or her duties, each Director and employee must comply with the letter and spirit of the following codes:

### Human Rights

The Company supports and respects human rights. The Company treats employees with dignity and respect in the workplace, provides equal employment opportunities, creates a safe and harmonious work environment, and will not engage in any form of discrimination. Employees should respect the personal dignity, privacy and rights of each individual they interact with during the course of work and shall not in any way cause or contribute to the violation or circumvention of human rights.

### Workplace environment

- Employees shall strive to maintain a healthy, safe and productive work environment which is free from discrimination or harassment based on race, religion, political opinion, membership in political group, gender, sexual orientation, marital status, national origin, disability, age or other factors that are unrelated to the Company's legitimate business interests.
- Employees shall avoid any conduct in the workplace that creates, encourages or permits an offensive, intimidating or inappropriate work environment including, but not limited to:
  - threats or comments that contain discriminatory or harassment elements;
  - unwelcomed sexual advances;
  - violent behaviour or actions;
  - misuse or abuse of position of authority;
  - inappropriate dressing in violation of the dress code or policy of the Company;
  - possession of weapons of any type; or

- use, possession, distribution or sale of illegal drugs, alcohol or any prohibited substance, except for approved medical purposes. The consumption of alcoholic beverages on company premises is only permitted for company-sponsored events and with prior management approval.

## **Environment**

**The Company conducts operations in a manner that safeguards health, protects the environment and conserves valuable resources. The Company is committed to protecting the environment by minimizing and mitigating environmental impacts throughout the life cycle of operations. Employees should contribute to minimizing the use of finite resources, including energy and water. Employees should minimize harmful emissions to the environment, including waste, air emissions and discharges to water.**

## **Company Records and Internal Controls**

**Directors and employees must observe prescribed accounting, financial and procurement procedures and comply with the requirements of the Company's internal control policies, guidelines and procedures. All transactions must be accurately and properly recorded in the books of accounts. Off the record funds and accounts are strictly prohibited.**

## **Use of Resources and Protection of the Company's Assets**

- Employees are provided with a variety of resources and access to assets of the Company, regardless of the condition or value. Assets belonging to the Company shall not be misused, taken, sold, lent, given away or otherwise disposed of, or used for personal purposes to the extent that this would affect the interest of the Company.
- Employees shall be personally responsible for protecting the Company's assets entrusted to them. Employees shall take all necessary steps to prevent theft, loss, damage to or misuse of assets belonging to the Company, the occurrence of which shall be reported immediately to the immediate superior.
- The types of assets that shall be protected and the responsibilities of employees are:
  - physical assets such as equipment, systems, facilities, supplies, etc. shall be used only for conducting the Company's business or for purposes authorized by management. They shall not be used for employees' personal activities;

- information and communication systems including connections to the internet shall only be used for conducting the Company's business or for other incidental purposes authorized by the management of the Company. It is inappropriate to use them in a manner that interferes with employees' productivity;
- proprietary information where all information (whether in written or oral form and whether on paper or electronic form) relating to technical, product and services, financial data and projections, marketing strategies and business plans, organizational and personnel information, decisions by the Board, trade secrets, pricing guidelines, methodology or prices of products and services, profit sharing arrangements, customer information, databases, records and any non-published financial or other data that is not public information or if known will have an adverse effect on the Company. Such information is the result of the innovation, ideas and hard work of employees and of substantial investments in planning. It is critical that employees treat such information as confidential and take all necessary safeguards to protect this information. The Company's ownership of such proprietary information shall continue even after the employee leaves the Company. Personal records and remuneration including the employee's own remuneration are classified as private and confidential information and shall not be divulged; and
- intellectual property rights where all ideas, inventions or copyright produced by employees as a result of the work performed for or on behalf of the Company in the course of employment, whether that product is protectable or otherwise. Employees shall understand their responsibility to protect the Company's intellectual property and seek advice from the Company's legal adviser when in doubt of their obligation in this regard. The Company's ownership of such intellectual property shall continue even after the employee leaves the Company.
- Employees are not allowed to use the Company's assets including equipment, resources and proprietary information for any outside work. Additionally, employees are not permitted to perform non-Company related work or solicit such business on the Company's premises or while working on the Company's time.
- Employees shall return all the Company's assets entrusted to them upon cessation of their employment including documents, which contain the Company's proprietary information. Additionally, they may not disclose or use the Company's proprietary or confidential information.

## **Integrity And Professionalism**

**Employees should remember that they are a reflection on the Company and are constantly being judged and otherwise appraised by everyone they come in contact with. All employees should conduct themselves with the highest degree of integrity and professionalism in the workplace or any other location while on Company's business.**

## **Conflict of Interest**

All directors and employees shall refer to and adhere to the Conflict of Interest Policy in respect of identifying and managing any actual, potential and perceived conflicts-of-interest situations. In general, the following principles apply:

- Competing against the Company
- Employees shall not engage in activities that have conflict with the business interests, even in their own time, including commercially marketing products or services in competition with the current or potential offerings of the Company.

- Employees are not allowed to provide any form of assistance to organizations that market products or services competing with those of the Company regardless if they receive any direct or indirect remuneration of any kind for the assistance provided. Accordingly, employees shall not work for a competing organization in any capacity as an employee, consultant or as a member of its Board.
- Employees shall not have a financial interest in any organization that the Company conducts business with or competes with if that interest results in or appears to present a conflict-of-interest situation for the employee with the Company. In the case of Directors, the conflict must be disclosed to the Board of Directors and recorded by the Company Secretary. The declaration shall be made as and when the conflict arises, and shall be made at the earliest opportunity. Employees shall disclose such financial interest to the Head of Human Resources (“HR”) if it will cause or result in a conflict-of-interest situation
- Audit and Risk Management Committee must review and report to the Board for any conflict of interest or potential conflict of interest situation that arose, persist or may arise together with the measures taken to resolve, eliminate or mitigate such conflicts.
- Employees shall consider the following factors when assessing if an inappropriate interest exists:
  - if the organization employees invest is competing with the Company;
  - the size of employee’s investment relative to their salary or household income, and if the investment is significant enough to motivate employees to take actions to protect or enhance their investment; and
  - the nature of employee’s job in the Company would allow them to act in a manner that affects the value of their investment in other organization.
- Employees are prohibited to borrow from any organization that the Company conducts business with or competes with, unless the organization is a legal financial institution and the loans are granted at rates that are available to the general public. Additionally, employees are also prohibited to borrow from representatives of any organization that the Company conducts business with or competes with, regardless of the nature of business of the organization concerned.
- Supplying to the Company
- Employees shall not supply to the Company, represent a supplier, work for a supplier or be a member of the supplier’s Board during his/her employment with the Company.
- Insider Trading
  - Employees who are in the possession of market sensitive information are prohibited to trade in securities of the Company or the shares of another listed company if that information has not been made public. In the context of Malaysian law, insider trading is an offence defined under the Capital Market and Services Act 2007. The laws of other countries on insider trading may be applicable in the context of insider information concerning companies listed outside of Malaysia.
  - Further, employees shall not disclose such price sensitive information to any third party or encourage any other person to deal in price-affected securities, regardless if the employee stands to derive direct economic benefit or not from the disclosure of such information.
  - Employees must consult their respective HOD if unsure of the status of the information held by them.
  - Employees must ensure that all transactions in the Company shares comply with the procedures set out in the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad and the relevant laws on insider trading.
  - Employees shall disclose to the Company if any family member (for this Code, “family member” comprises employee’s spouse, parents, children, brothers, sisters and spouse of child, brother or sister) provides any form of goods or services direct or indirect to the Company, or is a competitor, vendor, business partner, contractor or consultant to the Company. Employees shall avoid or abstain from participating in or making decisions on any deal involving the concerned employee’s family member.
  - If employee’s family member is a competitor or supplier of the Company or is employed by one, employees are expected to act with extra caution in their communication and conduct to ensure the

security and confidentiality of information critical to the Company and to avoid and/or create a conflict-of-interest situation.

- **Non-business Activities**

- Employees are not permitted to engage in personal activities including public service or political activities which conflict with the Company's business interest.

- Written permission of the HR or the CEO / MD / ED (as the case may be) is required before employees engage on their own time in the aforementioned activities.

- Permission will not normally be granted unless all of the following criteria are met:

- the engagement or activities must not conflict with the interests of the Company and/or its subsidiaries and divide the employee's loyalty; and

- the time spent in the engagement or activities must not interfere with company duties.

- Employees shall disclose to the Company if any family member (for this Code, "family member" comprises employee's spouse, parents, children, brothers, sisters and spouse of child, brother or sister) provides any form of goods or services direct or indirect to the Company, or is a competitor, vendor, customer, business partner, contractor or consultant to the Company. Employees shall avoid or abstain from participating in or making decisions on any deal involving the concerned employee's family member.

- If employee's family member is a customer, competitor or supplier of the Company or is employed by one, employees are expected to act with extra caution in their communication and conduct to ensure the security and confidentiality of information critical to the Company and to avoid and/or create a conflict-of-interest situation.

- **Political and Charitable Contributions**

- Employees shall not use the Company's funds and resources to make contributions to any political campaign, political party, political candidate or any of employee's affiliated organizations unless otherwise authorized by the Board.

## **Money Laundering**

- Money laundering is the process of concealing the source of proceeds from unlawful activities, by converting the "dirty" money to a legitimate source of income or asset. Money laundering is an offence under the Anti-Money Laundering and Anti-Terrorism Financing Act 2001 in Malaysia.

- Directors and Employees shall be aware of the applicable anti-money laundering laws and shall seek to ensure they are appropriately and adequately informed of developments in the laws relating to this area.

- Directors and Employees are expected to be mindful of the risk of the Company's business being used for money laundering activities and to raise any suspicious transactions to their immediate superior.

- Directors and Employees shall to the best of their ability and knowledge conduct business with reputable customers with legitimate funds, for legitimate business purposes.

## **Bribes and Corruption**

All directors and employees shall refer to and adhere to the Anti-Bribery and Corruption Policy in respect of the recognition and dealings with improper solicitation, bribery and other corrupt activities and issues that may arise in the course of business. In general, the following principles apply:

- directors and employees shall not offer, give, solicit or accept bribes in order to achieve business or personal advantages for themselves or others or engage in any transaction that can be construed as having contravened the relevant anti-corruption laws;

- employees shall be cognisant of the fact that bribes may be in any form, monetary or otherwise including but are not limited to unauthorized remuneration such as referral fee, commission or other

similar compensation, material goods, services, gifts, business amenities, premiums or discounts of an inappropriate value or of an unreasonable level or that are not generally offered to others or that are prohibited by law or may reasonably be viewed as having crossed the boundaries of ethical and lawful business practice;

- prior to giving or accepting any business amenity or other gifts (in whatever form or value), employees shall assess the appropriateness of their actions by assessing if the action could influence or could reasonably give the appearance of influencing the business relationship of the Company with that organization or individual or any business decision arising out of that business relationship;
- a zero tolerance toward all forms of bribery, corruption, extortion and embezzlement (covering promising, offering, giving or accepting any bribes);
- the Group recognises that the provision of modest entertainment and corporate hospitality is a legitimate way of building business relationships and is a common practice within the business environment to foster good business relationship with stakeholders or clients. This Policy does not prohibit giving or receiving normal hospitality, gifts and entertainment, so long as it is reasonable, proportionate and legitimate. The hospitality, gifts and entertainment must be:
  - reasonable in value;
  - infrequent in nature;
  - transparent and open;
  - not given to influence or obtain an unfair advantage; and
  - respectful and customary employees must therefore exercise due care and judgement when offering or accepting gifts, hospitality or modest entertainment to protect the reputation of the Group against allegations of impropriety and to ensure bribery or anti-corruption laws are not breached. Employees should always be mindful and considerate of the intention behind the hospitality, gifts and entertainment. In all cases, employees must declare to and seek approval from the HOD or executive Directors prior to the receipt of any hospitality, gifts or entertainment provided.

## **Confidential Information**

All information obtained in the course of engagement and/or employment with the Group shall be deemed to be strictly confidential and shall not be disclosed to any third party. This measure applies to all directors and employees both during and after the service with the Group.

Except with the permission of the Company, employees shall not make any unauthorized public statement, circulate, divulge or communicate with any customer, supplier, member of the public, media or government or statutory bodies on the policies or decision of the Group on any issue, or any other information or details in respect of the Group's business. This applies to disclosures by any medium, including the internet, especially via social media (e.g. Facebook, Twitter, YouTube), internet message boards and/ or blogs. An employee must take precautionary steps to prevent the unauthorised disclosure of proprietary or confidential information, including protecting and securing documents containing this information.

If the employee is required or compel by law to disclose any information on the Group's business or its customers or its suppliers, the employee shall immediately inform their HOD, CEO / MD / ED or the Board and where appropriate, seek proper legal advice on the said matter.

Personal records and remuneration including the employee's own remuneration are classified as private and confidential information and shall not be divulged.

## **Compliance Obligations**

Employees are responsible for knowing and complying with the requirements applicable to their work activities, including those described in the Employee Handbook and those described in the Company's guidance documents (Company's standards, policies, procedures and manuals).

## **Fair Dealing and Anti-Competition**

In the interests of preserving reputation and integrity of the Group, an employee shall act impartially, honestly and responsibly in dealing with all other employees, stakeholders, regulators and public where he/ she shall not:

- compete or aid/ assist other competitors to compete with the Group; and
- take unfair advantage of anyone through manipulation, concealment, abuse of privileged or confidential information, misrepresentation of material facts, or any unfair dealing practice.

## **COMMUNICATION AND COMPLIANCE**

The Company and the Board should ensure this Code is being communicated to all levels of employees through staff handbook, notice board, intranet, or corporate website. The Company will include the briefing of this Code to new employees in the induction program.

The Board should ensure this Code permeates throughout the Company and is compiled by all levels of employees.

## **VIOLATIONS OF CODE OF CONDUCT AND ETHICS**

The Company's employees should report to supervisors, managers, HODs or HR about the known or suspected illegal or unethical behavior. The Company's executive Directors and senior management shall promptly report any known or suspected violations of this Code to the Board. All employees shall refer to and adhere to the Whistleblowing Policy.

## **NON-RETALIATION**

The Company makes every effort to maintain the confidentiality of any individual who reports concerns and possible misconduct. Employees who retaliate or encourage others to do so will be subjected to disciplinary actions, up to and including termination of employment or engagement. The Company does not tolerate any form of retaliation against anyone who makes a report in good faith.

## **INVESTIGATIONS**

The Company shall investigate reported concerns promptly and confidentially with the highest level of professionalism and transparency. All internal investigations and audits are conducted impartially and without predetermined conclusions. Each and every employee shall be expected to cooperate fully with audits, investigations and any corrective action plans, which may include areas for continued monitoring and assessment.

Where external investigations are required, every employee shall appropriately respond to, cooperate and shall not interfere with, any lawful government inquiry, audit or investigation.

## **REVIEW**

The Code is to be regularly reviewed by the Board as and when required and communicates the new changes to directors and all levels of employees.

This Code was adopted by the Board on 24 April 2026.

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