



CODE OF CONDUCT AND ETHICS

OASIS HOME HOLDING BERHAD

(Registration No. 202101011610 (1411909-M))

1. OBJECTIVE

This Code of Conduct and Ethics (“**Code**”) is formulated to enhance the standard of corporate governance and corporate behaviour with the intention of achieving the following aims:-

- i. To establish a standard guide for the Directors and Employees on the ethical behaviours and values of the Group;
- ii. To facilitate measurement and monitoring of management performance against these values;
- iii. This Corporate Code of Ethics and Conduct is not intended to be exhaustive, all Directors and Employees shall always observe and ensure compliance with all internal policies, applicable laws, rules and regulations to which they are bound to observe in the performance of their duties.

2. CODE OF CONDUCT AND ETHICS

Oasis Home Holding Berhad (“**Oasis**” or the “**Company**”) and its subsidiaries (“**Group**”) are committed to operate on principles in relation to sincerity, integrity, responsibility and corporate social responsibility.

3. SCOPE OF THE POLICY

a) Understanding Your Company's Vision: A Guide to Aims, Capabilities, and Capacity

Should have a clear understanding of the aims and purpose, capabilities and capacity of the company.

b) Commitment to Ethical and Legal Standards in Product and Service Delivery

Ensure that our products and services are produced and delivered ethically and lawfully.

c) Commitment to Sound Business Ethics and Effective Management

Uphold sound business ethics and always ensure that the company is properly managed and effectively.

Sound business ethics involve adhering to moral principles and standards that guide behaviour in the workplace.

Effective management refers to the ability to organize, plan, lead, and control resources efficiently to achieve organizational goals.

d) Ensuring a Safe and Inclusive Workplace: Commitment to Employee Protection, Recognition, and Advancement

Create adequate safety measures and provide proper protection to workers and employees workplace free from any form of danger, discrimination and sexual harassment. Merit and performance shall be duly recognized and be rewarded with fair remuneration and career advancement opportunities.

e) **Commitment to Integrity: Acting in Good Faith and Responsibility in All Transactions**

Always ensure act with utmost good faith towards the company in any transaction and act honestly and responsibly in discharging duties.

Acting with utmost good faith means being completely honest and transparent in all dealings, especially in business transactions.

Providing accurate information about products, services, and business practices. This includes disclosing potential conflicts of interest or any factors that could influence a transaction.

Ensuring that all communications about the company's offerings are truthful and not misleading.

f) **Championing Social Equity and Diversity: Commitment to Community Support and Charitable Causes**

Embrace social equity and diversity, and support good causes and charities

Social equity involves ensuring that all individuals have fair access to opportunities, resources, and rights, regardless of their backgrounds.

Diversity encompasses the range of differences among individuals, including race, gender, age, sexual orientation, and abilities.

Actively participating in and promoting initiatives that benefit society, including health, education, and environmental causes.

Providing financial support, resources, or services to nonprofit organizations and charitable initiatives.

Making a long-term commitment to social equity and charitable support leads to meaningful change and a lasting impact on communities.

g) **Promoting Sustainability: Protecting the Environment and Enhancing Quality of Life Through Corporate Social Responsibility**

Protect the environment and natural resources and improve quality of life by promoting corporate social responsibilities and sustainability.

Implementing strategies to reduce waste, conserve water, and minimize energy use. This can include using renewable energy sources and sustainable materials.

Taking measures to limit emissions and waste by adhering to regulations and adopting cleaner technologies.

Supporting local communities through initiatives like volunteer programs, donations, and partnerships with nonprofit organizations.

h) **Upholding Integrity: Avoiding Conflicts of Interest and Misuse of Confidential Information**

Should neither divert to his own advantage any business opportunity that the company is pursuing nor may he use confidential information obtained by reason of his office for his own advantage or that of others

i) **Commitment to Ethical Use of Company Resources: Ensuring Integrity in Business Practices**

Ensure availability for legitimate business purposes and that no property, information or position arising from these be used for personal gain.

j) **Ensuring Accuracy and Compliance: Commitment to Reliable Financial Records and Legal Obligations**

Ensure accurate, timely and reliable records to meet the Company's legal and financial obligations and to manage the affairs of the Company. All books, records and accounts should conform to generally accepted and applicable accounting principles and to all applicable laws and regulations.

k) **Commitment to Compliance: Adhering to Legal Standards and Regulations Across All Operations**

Comply with all applicable laws, rules and regulations of the governments, commissions and exchanges in jurisdictions within which the Company operates. Directors and Employees are expected to understand and comply with the laws, rules and regulations that are applicable to their positions and/or work.

l) **Fostering Respect and Fairness: Commitment to Inclusivity in the Workplace**

Treat fellow Directors and Employees fairly and courteously without regard to race, creed, religion, gender, nationality, age or disability.

Encouraging employees to speak up about any issues related to unfair treatment or discrimination, and providing safe channels for reporting concerns.

m) **Violation of the code**

All Employees are governed by this Code and all applicable terms and regulations. Investigation and appropriate action will be taken in the event of any violation of this Code.

4. MANAGEMENT'S RESPONSIBILITY

The Management should make this Code readily available communicate it to all employees and publish it on the Company's website.

In making operational and business decisions, the Management is responsible to the Board to observe this Code's provisions and ensure their action is consistent with the spirit of this Code.

5. REVIEW OF THE POLICY

The Board will review this Policy, as appropriate, to ensure the effectiveness of this Policy. The Board will discuss any revisions that may be required and recommend any such revisions to the Board for consideration and approval.

6. BOARD APPORVAL

This Policy (Version No. 1) was reviewed and approved by the Board of Directors of the Company on 28 October 2024.