



# DXN

## Statement from the Chairman

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The DXN Holdings Bhd. and its subsidiaries ("DXN Group" or "the Group") has undertaken various initiatives in recent years to enhance and strengthen DXN Group's framework for oversight of the Group's business ethics and conduct. We have rolled out the DXN Group Compliance Programme towards DXN 2025 that is based on international compliance standards and provides the framework for enhancement and monitoring of good business ethics and conduct of our employees in business operations with integrity.

Of utmost importance is our Zero Tolerance policy for bribery and corruption as depicted in the DXN Group Policy Statement on Anti-bribery and Corruption approved by the DXN Group Board. The board of directors and management at all levels of the organization strive to demonstrate well through their deliverables, actions and behavior the importance of integrity and ethical values in support of the policy.

I have continuously underpinned the importance for all employees to clearly understand, take ownership of and participate in ensuring adherence to business ethics and integrity. Ethics and integrity should be embedded in our day-to-day business operations such that it becomes our culture. It goes without saying that the DXN Group Code of Conduct and Ethics (CoCE) must be understood, embraced and adopted as a way of life in the DXN Group family.

The DXN Group CoCE was adopted to cater for developments in local and international laws and practices. The CoCE will not only promote procedural compliance, but it will also provide the compass to ensure that our individual behavior is in line with the DXN Group values.

The Code of Conduct and Ethics applies to all employees and directors within the DXN Group worldwide. DXN Group also expects that members, contractors, subcontractors, consultants, agents, representatives and others performing work or services for or on behalf of DXN Group will comply with the relevant parts of the CoCE when performing such work or services. In particular, the CoCE expressly prohibits improper solicitation, bribery, corrupt activity and non-compliances not only by employees and directors but also by third parties performing work or services for or on behalf of companies in DXN Group. All directors, employees or third parties that work with or on behalf of the company are also subject to the relevant parts of the ABC Policy. Joint venture companies in which DXN Group is a non-controlling co-venture and associated companies are encouraged to adopt similar principles and standards.

A robust testing and monitoring program can help ensure that the control environment is effective. DXN Group's Whistleblowing Policy encourages the public and employees to raise genuine and legitimate concerns. Compliance Due Diligence shall be conducted in accordance with DXN Group's Due Diligence Guidelines on third parties and/or counterparties who are entering into or have existing contractual relationships with DXN Group.

I'm extremely proud to be leading the team and building on the culture of integrity that has made DXN Group the extraordinary company that it is today.

**Datuk Lim Siow Jin,**  
Executive Chairman of DXN Group  
1 November 2024