



DXN

Whistleblowing Policy Statement

Policy Statement

DXN Holdings Bhd. and its subsidiaries ("DXN Group" or "the Group") is committed to the highest standard of integrity, openness and accountability in the conduct of its businesses and operations. It aspires to conduct its affairs in an ethical, responsible and transparent manner.

Recognizing the above-mentioned values, DXN Group provides an avenue for all employees of the company and members of the public to disclose any improper conduct within the company.

Objective of the Policy

This policy provides an avenue for all employees of DXN Group and members of the public to disclose any improper conduct in accordance with the procedures provided under this policy and offers protection for employees and members of the public who report such allegations.

Scope of the Policy

This policy is designed to facilitate employees and members of the public in disclosing any improper conduct (misconduct or criminal offense) through internal channels. Such misconduct or criminal offenses include the following:

- i. Fraud;
- ii. Bribery;
- iii. Abuse of Power;
- iv. Conflict of Interest;
- v. Theft or embezzlement;
- vi. Misuse of Company's Property;
- vii. Non-Compliance with Procedure.

The above list is not exhaustive and includes any act or omission that, if proven will constitute an act of misconduct under DXN Group's Code of Conduct and Ethics or any criminal offense under relevant legislation in force. This policy does not invalidate the Grievance Procedure and/or the Disciplinary Action Process and Procedures (DAPP) but provides additional avenues for employees and members of the public to disclose improper conduct committed or about to be committed to the company. Other procedures, as reflected in the Collective Agreements, Employee Handbook and Code of Conduct and Ethics, shall continue to operate concurrently.

Applicability of the Policy

This Policy applies to every employee, director and officer of DXN Group. Joint venture companies in which DXN Group is not a controlling stakeholder and associate companies of DXN Group are encouraged to adopt this policy while contractors, agents, outsourced workers and business associates are required to always act consistently with applicable parts of this Policy when dealing with, acting on behalf of or in the name of DXN Group. This policy also applies to members of the public, where relevant.

Procedure in Making a Disclosure

All disclosures are to be reported via a secured and confidential channel in accordance with the procedures provided under this policy.

Protection to Whistleblower

A whistleblower will be accorded the protection of confidentiality of identity to the extent reasonably practicable. In addition, an employee who whistleblows internally will also be protected against any adverse and detrimental actions for disclosing any improper conduct committed or about to be committed within DXN Group to the extent reasonably practicable, provided that the disclosure is made in good faith. Such protection is accorded even if the investigation later reveals that the whistleblower is mistaken as to the facts and the rules and procedures involved.

Anonymous Whistleblower

Any employee or member of the public who wishes to make a report is not obliged to disclose their identity and may remain anonymous.

Notification

When you report a concern, you can expect that your report will be treated seriously, fairly and promptly. You may expect updates during and upon completion of our investigation, unless such disclosure may be detrimental to the investigation.

DXN Group reserves the right to amend this policy from time to time.

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