

Statement from the Executive Chairman

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 overseeing business ethics and conduct. We have rolled out the DXN Group Compliance Programme towards DXN 2025, which is based on international compliance standards and provides a framework for enhancing and monitoring of good business ethics and conduct among our employees, with a focus on integrity in business operations.

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

I have continuously emphasised 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 so that it becomes part of 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 address developments in local and international laws and practices. The CoCE will not only promote procedural compliance but also serve as a compass to ensure that our individual behaviour aligns with DXN Group values.

The Code of Conduct and Ethics applies to all employees and directors within the DXN Group worldwide. DXN Group also expects members, contractors, subcontractors, consultants, agents, representatives, and others performing work or services for or on behalf of DXN Group to comply with the relevant parts of the CoCE when carrying out such work or services. Specifically, the CoCE expressly prohibits improper solicitation, bribery, corrupt activity, and non-compliance not only by employees and directors but also by third parties working for or on behalf of DXN Group companies. All directors, employees, or third parties that working 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, as well as associated companies, are encouraged to adopt similar principles and standards.

A robust testing and monitoring programme 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 entering into or have existing contractual relationships with DXN Group.

I am extremely proud to lead the team and build on the culture of integrity that has made DXN Group the extraordinary company it is today.

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