

# WHISTLEBLOWING POLICY



## **WHISTLEBLOWING POLICY**

Axteria Group Berhad (“AGB” or the “Company”) and its subsidiaries (collectively referred to as the “Group”) are committed to uphold high standards of ethical, moral, and legal business conduct. All employees are encouraged to raise genuine concerns regarding improper or wrongful conduct at the earliest opportunity, and in an appropriate manner to promote good corporate governance practices within the Group.

### **Parties Authorised to Raise Concerns**

- Any director and employee of the Group; and
- Any (legal or natural) person providing services to, or having a business relationship with, the Group.

### **Types of Concerns**

You should raise concerns about any improper conduct or wrongful act involving the Group, including but not limited to:

- Criminal offences, including fraud, corruption, bribery, and blackmail
- Failure to comply with legal or regulatory obligations
- Improper conduct constituting a disciplinary offence
- Gross mismanagement of company affairs
- Acts or omissions jeopardizing the health and safety of any directors and employees of the Group or any member of the public

### **Reporting Procedures**

One may report any such concerns to the Chairperson of the Audit and Risk Management Committee of the Company: -

Chairperson of the Audit and Risk Management Committee  
Axteria Group Berhad  
L2-01, Wisma Teras Eco,  
No. 56, Jalan Setia Tropika 1/14,  
Taman Setia Tropika,  
81200 Johor Bahru, Johor.  
[Email: leethinng@agb.my]

When making your report, please provide your full name, contact information, and details of concerns, along with any relevant supporting documents. Any grievances of personal nature should be addressed through the Human Resources grievance procedures rather than this Policy or the Whistleblower Form.

## **Confidentiality and Investigation**

AGB reserves right not to initiate an investigation into concerns that are raised anonymously.

Employees reporting concerns in good faith will be protected from negative employment actions or consequences to the extent permitted by law. Where feasible, the whistleblower's identity will be kept confidential, even if the concerns turn to be mistaken.

## **Consequences of Malicious Reporting**

Reports made with malicious intent will not be covered by the protection under this policy. Appropriate action may be taken against individuals found to be making malicious reports.