



**AXTERIA GROUP BERHAD**  
(Registration No. 199901021765 (496665-W))

## **WHISTLEBLOWING POLICY**

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

### **Parties that may raise concerns**

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

### **Types of concerns that may be raised**

You should raise any concern on any improper conduct or wrongful act involving the Group that is committed, including but not limited to:

- Any criminal offences, including fraud, corruption, bribery and blackmail
- Any failure to comply with legal or regulatory obligations
- Any improper conduct which would be a disciplinary offence
- Any gross mismanagement of company affairs
- Any act or omission which jeopardizes the health and safety of any employee of the Group or any member of the public

### **You may raise your concerns with**

Any employees may make reports of 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, No. 56, Jalan Setia Tropika 1/14,  
Taman Setia Tropika,  
81200 Johor Bahru, Johor.  
[Email: yellowbs08@gmail.com]

Please provide your full name and contact information, along with the full details of your concern(s) and any relevant supporting documents when making your report. However, it is important to note that any grievances of a personal grievances should be raised through the Human Resources grievance procedures rather than this Policy or the Whistleblower Form.

AGB has the discretion to choose not to initiate an investigation into concerns that raised anonymously.



## **Actions which may be taken against you**

To the extent permitted by law, you will be protected from negative employment actions or consequences, and where feasible, your identity will be kept confidential, if your report is made in good faith even if the concerns you raise turn out to be genuinely mistaken.

Your report should not be made with malicious intent. If your report is found to be malicious, you will not be covered by the protection provided under this Policy, and appropriate action may be taken against you.

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