

DKSH Malaysia Whistleblower reporting

DKSH Malaysia embraces a Code of Conduct that establishes the framework and guidelines on ethical values and appropriate behavior expected from all our employees. Our Whistleblower Policy & Procedure serves as a platform for all employees and external parties to raise legitimate concerns about illegal, unethical or otherwise inappropriate behavior observed in the course of our business. These include questionable accounting, fraud or employee misconduct. The policy assures whistleblowers protection from reprisals, if reports are made in good faith or are not malicious.

Direct reporting channels that have been demarcated and handled with confidential safeguards are:

- DKSH Integrity Line [dksh.com/integrity];
- Chairman, Audit Committee for DKSH Holdings (Malaysia) Berhad [thian.kiat.chan@dksh.com];
- Internal Audit for DKSH Holdings (Malaysia) Berhad [myethics@dksh.com]; and/or
- Governance, Risk and Compliance [my.compliance@dksh.com].

We have also published the Whistleblower Policy & Procedure in our corporate website (<https://www.dksh.com/my-en/home/investors/announcements>) for your reference.