

Adenia has set up a Whistleblowing Policy for all internal and external stakeholders to raise, in good faith, a genuine reportable concern without fear of retaliation.

The Whistleblowing concern can either be made confidentially or anonymously. In both cases, enough information must be provided to facilitate a thorough investigation on the allegations. It is encouraged that whistleblowing concerns are made promptly and at least within 2 weeks following the date of occurrence of the serious malpractice disclosed. However, there may be circumstances where whistleblowing concerns may be made after 2 weeks of the disclosed malpractice.

Serious malpractices are highly encouraged to be reported, some examples include:

- Criminal offence, including bribery, corruption, fraud, misuse of office or breach of government regulations/laws
- Breach of any legal obligation
- Endangering health and safety and damage to the environment
- Unethical practice in accounting, internal accounting controls, financial reporting and auditing matters
- Breach of Adenia ethical principles and values
- The cover up of any of the above

Whistleblowing concerns must be made through any of the below channels;

1. Email address: whistleblowing@adenia.com. These emails will be received by a designated officer of the Compliance team.
2. Telephone: +230 4604003. These calls will be directed to the Chief Risk Officer.
3. Postal address: Chief Risk Officer, Adenia Partners Ltd, 2nd Floor Country Side, Vivea Business Park, Saint Pierre, Mauritius. Envelope to be labelled "Strictly Private and Confidential – to be opened by Addressee only".

All Whistleblowing concerns will be treated in the strictest confidence and Adenia pledges to take all reasonable steps to protect the identity of the whistleblowers unless any identity disclosure is required by law.