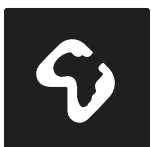


Sygnia Limited

Whistleblowing Policy

Date of approval:
October 2024



Sygnia

Whistleblowing

Sygnia is committed to the highest standards of ethical, moral and legal business conduct.

In line with this commitment, employees and any other parties that Sygnia deals with who have information regarding suspected improper, unlawful (criminal) conduct and/or wrongdoings in the Sygnia Group are encouraged to come forward and communicate these concerns through the appropriate channel without any risk or fear of victimisation.

This applies to all, regardless of whether you are an employee (including permanent, temporary and contracted employees), a third party, supplier, intermediary, vendor, introducer, outsourced service provider, client or any other stakeholder of the Sygnia Group.

If you suspect theft, corruption or fraud by any of our employees, customers or suppliers, please report your suspicions immediately to our independent whistleblowing address, ethics@sygnia.co.za. You may remain anonymous.

The above account is monitored by the Head of Legal, the Head of Group Compliance and the Head of Risk..



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