



CORPORATE SOCIAL RESPONSIBILITY POLICY

Issue Date: 1 January 2022



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At XOX Networks Berhad, we understand that our social responsibilities go beyond our status as just an exchange group – business partners and the wider community look to us to lead the way and set an example. As we work to promote and progress our business and the communities they support; we are always looking for new ways to reinforce our commitment to be an active and responsible leader. We focus on sustainable development, and the promotion of responsible practices across three CSR pillars: Our People and Our Operations.

CSR is viewed as a business philosophy that creates sustainable value for our stakeholders by embracing opportunities and managing risks deriving from economic, environmental, and social developments. This Policy defines our long-term approach to specific issues in the three CSR pillars which is instrumental in enabling our business to operate in a sustainable manner.

1. Our People

- 1.1 We know that a business which treats all its employees and stakeholders honestly, fairly and with respect is more likely to succeed than one that does not. And at XOX Networks Berhad, we cultivate a healthy, diverse and inclusive culture where everyone can fulfill his or her potential.
- 1.2 We seek to reinforce our commitments to Our People through: - investing in the career and personal development of our people by offering a range of comprehensive benefits and training to ensure the physical, mental and financial wellness of our employees and their families; - embracing diversity and equality in all guises; helping to foster an inclusive culture in our workplace and the wider community.
- 1.3 Utilising our own expertise and resources to champion financial literacy in the community, believing that education underpins the long-term health of society; and - giving back to the community to help address social and environmental challenges it faces, with a focus on fostering social diversity and inclusion, supporting the underprivileged, and addressing climate change and sustainability.

2. Our Operations

- 2.1 We seek to adopt responsible business practices which take into consideration social and environmental needs and demonstrate the business case for sustainability. We reinforce our commitments within Our Operations through: - upholding the highest standard of ethics and integrity in all that we do. Reinforcing our corporate values of Integrity, Diversity, Excellence, Collaboration and Engagement; - responsibly managing the environmental impact of our operations, with a focus on reducing carbon emissions, saving energy and paper consumptions, and recycling wastes; - maintaining a responsible and ethical supply chain to promote better business and a better society; and - communicating our CSR commitment and progress through transparent and relevant reporting



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3. Protecting the environment

- 3.1 The Group also recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted.
- 3.2 This policy applies to our company and its subsidiaries. XOX Networks Berhad wants to be a responsible business that meets the highest standards of ethics and professionalism at the same time giving back to the community. XOX Networks Berhad in all business conduct will continue fulfilling its corporate social responsibility and fostering good relations with its subsidiaries and supplier while taking initiative to promote human rights, help communities and protect our natural environment.

On behalf of the Board of XOX Networks Berhad
(formerly known as Macpie Berhad)



EXECUTIVE DIRECTOR
KOO KIEN KEAT
Effective date 1 January 2022