

WHISTLEBLOWER POLICY

1. POLICY STATEMENT

This Whistleblowing policy is adopted to provide for a mechanism where genuine issues and concerns of wrongdoing, impropriety or irregularity involving or affecting the Company and its subsidiaries (“the Group”) may be raised in a confidential manner.

2. WHO CAN REPORT?

This policy encourages all employees, officers, directors and third party stakeholders (including contractors and suppliers and their employees) of the Group to disclose an actual or suspected reportable conduct through the Group’s reporting channels.

3. REPORTABLE CONDUCT

Reportable conduct includes:

- a. Dishonest, illegal, corrupt or fraudulent behavior
- b. Inappropriate work behavior (including discrimination, harassment and bullying)
- c. Breaches of regulations or laws
- d. Illegal, unethical or questionable material related party transactions
- e. Complaints on retaliation

In making reports, the following information should be included as much as possible:

- a. Date and time the reportable condition was observed or discovered
- b. Location or place the reportable condition occurred
- c. Name of person involved including accomplices
- d. Evidence to support the incident report

4. REPORTING CHANNELS

Reportable conduct can be reported via the following channels:

- a) Telephone: 09178669068
- b) Email: alhi102019@gmail.com

The Group shall accept reports submitted or filed anonymously.

5. PROTECTION AGAINST RETALIATION

Whistleblowers in good faith are protected from any forms of retaliation. Retaliation complaints are one of the reportable conditions covered by this policy. Hence, retaliation complaints can likewise be reported through whistleblowing channels.

6. CONFIDENTIALITY

Information received from the Whistleblower shall be kept confidential and should not be disclosed unless:

- a. Whistleblower consents in writing
- b. Required by law to do so
- c. Required by regulatory bodies to do so
- d. Requiring protecting a person’s health, welfare and safety.