

ASTINO BERHAD

WHISTLEBLOWING POLICY

1. POLICY STATEMENT

- a. Astino Berhad ('Astino') is committed to achieving and maintaining high standards of behaviour at work;
- b. All employees and stakeholders (i.e. shareholders/ suppliers/ customers) are encouraged to report genuine concerns about unethical behaviour, malpractices, illegal acts or failure to comply with regulatory requirements without fear of reprisal should they act in good faith when reporting such concerns;
- c. Astino views any harassments or retaliations in any form or manner against genuine whistle blower seriously and will treat such action as gross misconduct, which if proven, may lead to dismissal; and
- d. The policy and procedures is applicable to all companies within Astino Group.

2. Whistle Blowing

- a. Whistle Blowing is a specific means by which a worker or stakeholder can report or disclose through established channels, concerns about unethical behaviour, malpractices, illegal acts or failure to comply with regulatory requirements that is taking place / has taken place / may take place in the future;
- b. Only genuine concerns should be reported under Whistle Blowing procedures. This report should be made in good faith with a reasonable belief that the information and any allegation in it are substantially true, and the report is not made for personal gain. Malicious and false allegations will be viewed seriously and treated as a gross misconduct and if proven may lead to dismissal; and
- c. Whistleblower has the right to know the person in charge for the investigation, the processes for the investigation and the outcome of the investigation.

3. Procedures

- a. Any concern should be raised with immediate superior. If for any reason, it is believed that this is not possible or appropriate, then the concern should be reported to Chairman. Channel of reporting to Chairman is:

Name : Ng Back Teng
Email : ngbt@astino.com.my
Telephone: +604 582 2620
Mail : Mark Strictly Confidential
Astino Berhad
1218, Mukim 12, Jalan Serunai
Kawasan Perindustrian Valdor
14200 Sungai Bakap
Seberang Perai Selatan Penang

- b. In the case where reporting to management is a concern, then the report should be made to the Chairman of Audit Committee. Channel of reporting to the Chairman of Audit Committee is:

Name : Dr Cheah Soo Jin
E-mail : cheahsoojin1234@gmail.com
Telephone: +604 228 0511
Mail : Mark Strictly Confidential
Astino Berhad
Suite 12-A Level 12
Menara Northam
No. 55 Jalan Sultan Ahmad Shah
10050 Penang
Attention: Chairman of the Audit Committee