



ASTINO GROUP OF COMPANIES

WHISTLE BLOWING POLICY

a) Policy Statement

The Group is committed to achieving and maintaining high standards of behaviour at work.

b) Reporting and Investigation

- i. 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;
- ii. Reports should be made to the Executive Chairman using the channel provided by the Group:

Name : Ng Back Teng
Email : ngbt@astino.com.my
Telephone: +604 582 2620
Mail : Mark Strictly Confidential
Astino Berhad
Lot 1499 & 1500, MK 11,
Jalan Changkat,
14300 Nibong Tebal,
Seberang Perai Selatan, Penang.

- iii. In the case where reporting to management is a concern, then the report should be made to the Chairman of Audit & Risk Management Committee. Channel of reporting to the Chairman of Audit & Risk Management 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 & Risk Management Committee

- iv. The Group accepts reports from anonymous sources. However, they will only be pursued if there is sufficient information to facilitate an investigation.
- v. The Group shall protect the information disclosed in whistleblowing reports by all means possible. Only the Executive Chairman shall have access to the report.
- vi. If there is sufficient evidence that a corruption incident has occurred and contact details are provided, the discloser may be advised to report the incident directly to the MACC to secure official discloser protection.

c) Assurances and protection against retaliation

- i. The discloser shall receive no retaliation for a report that was provided in good faith, i.e. was not done primarily with malice to damage another person or the organisation. Such protection is accorded even if the investigation later revealed that the whistleblower is mistaken regarding the facts, rules and procedures involved.
- ii. Anyone who retaliates against a discloser will be subjected to disciplinary action, which may include termination of employment, demotion, or other legal redress.

d) False or malicious reports

The Group will take disciplinary action against any discloser who makes a false report or knowingly slanders and/or commits a defamation on others. Disciplinary actions may include termination of employment, demotion, or other legal redress.