



WHISTLEBLOWER & PROTECTION POLICY

This policy is intended to encourage Whistleblower (any Board members, staff or the public) to report suspected or actual instances of bribery, unethical (behavior or practice) incidents to P-TECH ENGINEERING SDN BHD.

1. Whistleblower should immediately report suspected or actual bribery events to his or her supervisor;
2. If Whistleblower is uncomfortable or refuses to report to the supervisor, then he/she may report the event to the highest level or other level of management, including to appropriate committees or board members;
3. Whistleblower may report any bribery events with his or her identity or anonymously;
4. The Whistleblower will not receive any retaliation for reports in good faith;
5. Anyone who takes retaliation actions on Whistleblower (who reports good events) will be subjected to disciplinary action, including termination of employment;
6. Supervisors, managers and / or members of the Board receiving the report should act immediately to investigate and / or resolve the problem;
7. Whistleblower will receive a report within 5 days of the report being made, regarding the outcome of the investigation, disposal, or resolution of the issue;
8. If the investigation of the report, conducted in good faith and investigated by an internal member, is not acceptable to Whistleblower, then he / she has the right to report the incident to the MACC pursuant to the 1-800-88-6000 toll-free number;
9. Whistleblower's identity will be kept confidential by the person involved in implementing this policy unless the issue requires investigation by the MACC authorities.

Approved by,

A handwritten signature in black ink, appearing to read 'Ngeow Yew Heng', is written over a dotted horizontal line.

**Ngeow Yew Heng
MANAGING DIRECTOR**