

DPI HOLDINGS BERHAD
(Company No.: 201701035607) (1249778-M)
(Incorporated in Malaysia)

WHISTLEBLOWING POLICY & PROCEDURES

1. INTRODUCTION

DPI Holdings Berhad (“the **Company**”) and its subsidiaries (collectively referred to as “**DPI Group**”) is committed to uphold the highest standards of professionalism, integrity and ethical behaviour in the conduct of its business and operations as set out in the Code of Conduct and Ethics (“the **CoDE**”).

In recognising the above-mentioned values, DPI Group provides avenues for all employees of DPI Group (“**Employees**”) and members of the public to raise concerns or disclose any improper conduct within DPI Group and to take appropriate action to resolve them effectively.

2. PURPOSE

The policy sets out procedures which enables Employees and members of the public to raise genuine concerns regarding actual or suspected unethical, unlawful, illegal, wrongful or other improper conduct. The intended objectives of this policy are:

- To encourage and develop a culture of openness, accountability and integrity.
- To promote good corporate governance practices in the workplace.
- To provide avenues for employees to raise genuine concerns or allegations through the appropriate channels upon discovery of possible misconduct.
- To ensure the protection of the individual who reports the concern or allegation in good faith in accordance with the procedures.
- To enable Management to be informed at an early stage about acts of misconduct.

3. SCOPE

This Policy covers but not limited to, either of the following concerns or impropriety by any person in the conduct of the business:

- Misappropriation of moneys or property belonging to DPI Group
- Negligence in carrying out work obligations
- Financial malpractice or impropriety or fraud
- Corruption, bribery, extortion, embezzlement or blackmail
- Criminal activity
- Failure to comply with a legal or regulatory obligation
- Miscarriage of justice

- Improper conduct or unethical behaviour
- Misuse of DPI Group's resources such as vehicles, uniforms, premises, etc
- Unauthorized access to DPI Group's information and/ or misuse of DPI Group's information
- Endangerment of an individual's health and safety
- Concealment of any, or a combination, of the above

4. Acting In Good Faith

DPI Group expects all parties to act in good faith and have a reasonable belief that the information and any allegations in it, are sustainably true and not acting for personal gain or maliciously.

If allegations are proven to be malicious, parties responsible may be subject to appropriate action, up to and including legal action, where applicable.

5. Whistleblower Protection From Reprisal

To the best of its ability, DPI Group shall offer protection to the Employees or the whistleblower who disclose such concerns provided the disclosure is made in good faith and in the reasonable belief of the whistleblower making the disclosure that it tends to appear malpractice or impropriety.

The whistleblower will be protected from reprisal, including any form of harassment and victimisation, caused by any Employees of DPI Group as a consequence of his/her disclosure, even if the protection would be disadvantageous to DPI Group.

If a whistleblower reasonably believes that he or she is being subjected to reprisal, including harassment and victimisation, as a consequence of whistleblowing, he/she may consult or report the matter using the channels provided below.

Malicious or untrue allegations could lead to disciplinary action on the complainant.

6. Confidentiality

DPI Group will treat all such disclosures in a confidential and sensitive manner and appropriate action will be taken to protect the confidentiality of the disclosure made by the whistleblower unless the individual agrees otherwise or unless otherwise required by law (i.e. if the evidence is required in court).

Personal information, including the identity of the whistleblower and the alleged person shall only be revealed on a 'need-to-know' basis.

7. Reporting Channels

In order to encourage Employees and any third party to raise concerns or disclose any improper conduct, we have appointed an independent provider, called SUARA, to maintain DPI Group's whistleblowing channels prior to the matter being escalated to the relevant personnel.

The following are the available whistleblowing channels:

Website	https://suara.live/concern/index/34
Phone call	+6018 379 0684
Whatsapp / Telegram / Signal	+6018 379 0684
WeChat ID	Suara_Live

8. Actions

Legitimate disclosure under this Policy regarding actual or suspected unethical, unlawful, illegal, wrongful or other improper conduct will be investigated appropriately, consistently, fairly and professionally, and any violation will be dealt with immediately.

All parties concerned are required to cooperate in internal investigations of misconduct and unethical behaviour.

The whistleblower and the alleged party will be treated fairly. The whistleblower will be informed of the status of this disclosure. The alleged party will be given an opportunity to respond to all allegations at an appropriate time (not necessarily at the start, or during the investigation).

9. Results

DPI Group reserves the right not to inform the whistleblower of the precise action plan and/or the outcome of the investigation as this may infringe a duty of confidentiality owed to someone else.

Any form of unfair retaliation or treatment against the whistleblower or who have facilitated the investigations is a breach of the CoDE. Any false allegations may be treated as a disciplinary offence.

10. Other Procedures

Whistleblower procedures are different from grievance procedures. Typically, whistleblowing does not affect the complainant personally, they are therefore different from a normal grievance or complaint. If you are the victim of an improper conduct, the complaint shall be channelled through the grievance procedure so that the appropriate action may be taken and any restitution be made (if applicable).

Parties concerned shall give every possible effort to settle any complaint, grievance or inquiry as equitably and quickly as possible, to resolve misunderstandings and preserve harmonious business relations.

Some sensitive matters may have different procedures for reporting any improper conduct or wrongdoing such as sexual harassment. In circumstances where there are specific procedures prescribed, those specific procedures shall apply.