



德成控股有限公司

TEK SENG HOLDINGS BERHAD 200201011909  
(579572-M)

## Whistle Blowing Policy

1. Any employees and/or stakeholders may report any suspected improper, unethical or illegal conduct or activities to the Management in charge of the applicable division, subsidiary or operating unit or to the Managing Director. However, if he/she feels uncomfortable reporting suspected improper, unethical or illegal conduct or activities in such manner, he/she may report the conduct or activity directly or anonymously through the Email.
2. The Company's expressly prohibits any form of retaliation against employees and/or stakeholders who:
  - i. In good faith and for lawful purposes report, cause to be reported, or assist in the investigation of suspected improper, unethical, or illegal conduct or activities by anyone in the Company;
  - ii. Lawfully provide, or cause to be provided, information to, or assist in an investigation conducted by, any regulatory or law enforcement agency or legislative body, related to possible violations of securities laws, SC rules or regulations, or laws relating to fraud; or
  - iii. File, cause to be filed, assist, participate, or give testimony in any proceedings filed or about to be filed related to such conduct.
3. The Company will not discharge, demote, suspend, threaten, harass, or in any manner discriminate against any employees of his/her employment with the Company arising from his/her complaints in good faith.
4. Any employees and/or stakeholders may also report to the Executive Chairman or the Audit Committee Chairman, contact details are below:

Executive Chairman: [board@tekseng.com.my](mailto:board@tekseng.com.my)

Audit Committee Chairman: [ac@tekseng.com.my](mailto:ac@tekseng.com.my)

The Executive Chairman or the Audit Committee then arrange as soon as practicable a private meeting between the employee or stakeholder and to carry out investigations.

Date : 25 February 2022