

ADVANCECON HOLDINGS BERHAD
(Company No. 426965-M)
(Incorporated In Malaysia)

WHISTLE BLOWING POLICY

1. POLICY STATEMENT

Advancecon is committed to the highest standard of integrity, openness and accountability in the conduct of its businesses and operations. It aspires to conduct its affairs in an ethical, responsible and transparent manner.

Recognising the abovementioned values, Advancecon provides avenue for all employees of Advancecon and members of the public to disclose any improper conduct within Advancecon.

2. OBJECTIVE OF THE POLICY

This policy is to provide an avenue for all employees of Advancecon and members of the public to report or disclose any improper conduct in accordance with the procedures as provided for under this policy and to provide protection for employees and members of the public who report such allegations.

3. SCOPE OF THE POLICY

This policy is designed to facilitate employees and members of the public to disclose any improper conduct (misconduct or criminal offence) through internal channel. Such misconduct or criminal offences include the following:

- i. Fraud;
- ii. Bribery;
- iii. Abuse of Power;
- iv. Conflict of Interest;
- v. Theft or embezzlement;
- vi. Misuse of Advancecon's Property;
- vii. Non Compliance with Procedure; and
- viii. Sexual harassment

The above list is not exhaustive and includes any act or omissions, which if proven, will constitute an act of misconduct under Advancecon's Code of Conduct and Ethics or any criminal offence under relevant legislations in force.

4. APPLICABILITY OF THE POLICY

Subject to the requirement of applicable local jurisdiction, this policy applies to all employees of Advancecon and its subsidiaries. This policy also applies to members of the public, where relevant.

5. PROCEDURE IN MAKING A DISCLOSURE

All disclosures are to be channelled in accordance with the procedures as provided under this policy.

Any employees of Advancecon and any members of the public can make disclosure by email or post to the following:

Audit Committee Chairman - Encik Mohd Zaky bin Othman

Email : mohd_zaky@advancecon.com.my
Postal address : Advancecon Holdings Berhad
16 & 18, Jalan Pekaka 8/3,
Seksyen 8, Kota Damansara,
47810 Petaling Jaya,
Selangor Darul Ehsan,
Malaysia

6. PROTECTION TO WHISTLEBLOWER

A whistleblower will be accorded with protection of confidentiality of identity, to the extent reasonably practicable.

Advancecon assures that the whistleblower will be protected under the Whistleblower Protection Act 2010 from any adverse impact on their employment or relationship with the Group as a result of his/her reporting, provided the report is made in good faith and without malice. Such protection is accorded even if the investigation later reveals that the whistleblower is mistaken as to the facts and the rules and procedures involved.

7. ANONYMOUS WHISTLEBLOWER

Any anonymous disclosure will not be entertained. Any employee or member of the public who wishes to report improper conduct is required to disclose his identity to Advancecon in order for Advancecon to accord the necessary protection to him. However, Advancecon reserves its right to investigate into any anonymous disclosure.

8. NOTIFICATION

Upon the completion of the whistleblowing process and procedures, the whistleblower will be accorded the privilege to be notified on the outcome of the disclosure.

9. REVIEW OF WHISTLE BLOWING POLICY

Advancecon reserves the right to amend this policy from time to time.

END.

APPROVED THE UPDATED VERSION BY THE BOARD OF DIRECTORS ON 29 AUGUST 2018