



## **ELSOFT RESEARCH BERHAD**

Registration No. 200301015084 (617504-K)

(Incorporated in Malaysia)

# **WHISTLE-BLOWING POLICY**

## **1 POLICY STATEMENT**

Elsoft Research Berhad (“Company” or “Elsoft”) is committed to ensure high standard of corporate governance, business ethics and accountability in the conduct of its businesses and operations.

The Whistle-Blowing Policy (the “Policy”) is applicable to Elsoft and its subsidiary companies (“Elsoft Group”).

## **2 OBJECTIVES AND SCOPE**

The Policy is established to:

- (a) facilitate employees and members of the public to disclose report / raise concerns of any possible improper conduct; and
- (b) protect the individual from reprisal and safeguard such person’s confidentiality as consequence of making a disclosure.

## **3 CONFIDENTIALITY AND PROTECTION**

The identity and personal information of the whistleblower will be protected and kept confidential, unless the whistleblower agrees otherwise or unless otherwise required by law.

The whistleblower will be protected from reprisal, including any form of harassment and victimisation, as a consequence of his disclosure. If a whistleblower reasonably believes that he or she is being subjected to reprisal, including harassment and victimisation, as a consequence of whistle-blowing, he may consult or report to the Chairman of Audit Committee.

#### **4 PROCEDURE**

Any report / disclosure should be conveyed to the Member of Audit Committee, through email [acm@elssoftresearch.com](mailto:acm@elssoftresearch.com) or directly to the Chairman of Audit Committee, Mr. Ooi Toon Kit, through his email [ooitoonkit@yahoo.com](mailto:ooitoonkit@yahoo.com) for investigation and further action.

Disclosures received under anonymity will not be entertained to prevent invalid malicious reporting, poison letters, exploitation and victimization.

The Chairman of Audit Committee will deliberate the report / disclosure with committee members and the assistance from CEO will be requested if necessary before the appropriate course of action can be decided.