

## **WHISTLEBLOWING POLICY AND PROCEDURE**

---

### **Policy Statement**

TMC Life Sciences Berhad (The “Company”) is committed to maintain good corporate governance practices and ethical standards in the conduct of its businesses and operations.

### **Objective of the Policy**

This policy is to provide an opportunity for all employees of TMC Life Sciences Berhad and its subsidiaries (the “Group”), and members of the public to disclose any improper conduct within the Group, and to provide protection for employees and members of the public who report such feedback.

### **The Principles**

The principles of this policy are as follows:

- a) All concerns raised in good faith and on the basis of honest and reasonable grounds will be treated fairly;
- b) Any individual who makes a report is encouraged to provide supporting evidence to enable the matter be investigated promptly;
- c) Any individual can report the event with his/her identity or anonymously;
- d) The Whistleblower who makes a report not in good faith is subject to discipline action, including termination of employee relationship to protect the reputation of the Group and its employees, and/or legal action by the Group; and
- e) Any individual who retaliates against Whistleblower (who report an event in good faith) will be subject to discipline action, including termination of employee status, and/or legal action by the Group.

### **Scope of the Policy**

This policy is designed to facilitate whistleblower to report concern about any suspected and/or known misconduct, wrongdoings, corruption or fraud which may include the following examples of issues:

- commission of fraud and/or corruption
- unauthorised use of Company/Group’s money, properties and/or facilities
- misappropriation of assets
- non-compliance with the Company’s policies and procedures and/or code of conduct
- negligence/malpractice
- commission of acts which intimidate, harass and/or victimise any members of the Board of Directors, Management or staff of the Company
- involvement in conflict of interest and/or business opportunities positions
- commission of unlawful acts
- concealment of any of the above

## **WHISTLEBLOWING POLICY AND PROCEDURE**

---

### **Reporting Procedures**

#### In the case of an employee

- a) If any employee believes reasonably and in good faith that misconduct exist in the workplace or in the conduct of the Group's business, he/she should report to the immediate superior.
- b) However, if it is not possible or appropriate to do so, the concern should then be reported to the Chairman/Group Chief Executive Officer.
- c) Any concern that deemed not appropriate to be reported to the immediate superior should be raised to the attention of the Chairman/Group Chief Executive Officer
- d) Upon receipt of the concern, the Chairman/Group Chief Executive Officer or the Chairman (depending on who is the recipient of the reporting) shall set up an investigating team ("Investigators") to conduct investigation on the issue/concern raised.
- e) Upon completion of the investigation, the Investigators shall submit their full report together with recommendation to the Chairman/Group Chief Executive Officer.
- f) If the whistleblower is not satisfied with the way the concern/matter is dealt with, he/she can escalate the report to the Audit Committee Chairman as follows:

Attention: Chairman of Audit Committee

Address : *Mark* Strictly Confidential

C-13-09, Level 13, Sunway Nexis, No. 1, Jalan PJU 5/1

Kota Damansara 47810 Petaling Jaya, Selangor, Malaysia.

E-mail : ARMCChairman@tmclife.com

#### In the case of members of public

- a) Report directly to the Audit Committee Chairman as follows:

Attention : Chairman of Audit Committee

Address : *Mark* Strictly Confidential

C-13-09, Level 13, Sunway Nexis, No. 1, Jalan PJU 5/1

Kota Damansara 47810 Petaling Jaya, Selangor, Malaysia.

E-mail : ARMCChairman@tmclife.com

- b) The Audit Committee will deliberate the matter reported and decide on the appropriate action.