



TRI-MODE SYSTEM (M) BERHAD

(COMPANY NO: 229265-X)

WHISTLE BLOWING POLICY

INTRODUCTION

Tri-Mode System (M) Berhad (“Tri-Mode” or “the Company”) and its subsidiaries (“the Group”) are committed to the highest standard of corporate governance and business integrity.

In recognizing the abovementioned values, the Group provides avenue for all employees of the Group and members of the public to raise concerns or disclose any improper conduct within the Group and to take appropriate action to resolve them effectively.

OBJECTIVE

The intended objectives of this policy are:

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

ACTING IN GOOD FAITH

The 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. Any anonymous whistle blower will not be entertained. However, the Group reserves its right to investigate into any anonymous disclosure. If allegations are proven to be malicious, parties responsible may be subject to appropriate action, up to and including legal action, where applicable.

SCOPE OF THE POLICY

This policy is designed to facilitate the whistle blower to report or disclose through established channels, concerns about any violations of the Code of Conduct and Ethics of the Group, including, but not limited to fraud, bribery, sexual harassment, criminal breach of trust, conflict of interest, misuse of confidential information or other acts of wrong doing.

CONFIDENTIALITY

The identity of whistle blower will be kept confidential. Consent of whistle blower will be sought should there be a need to disclose identity for investigation purposes.

PROTECTION

The Group assures the whistle blower who raises issues of concern that he/she will be protected 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. Any party that retaliates against whistle



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blower who has reported allegations in good faith may be subject to appropriate action, up to and including legal action, where applicable.

ACTION

All reports will be investigated promptly by the person receiving the report or disclosure. If required, assistance from other resources within the Group can be sought. Upon completion of investigation, appropriate course of action will be recommended to the Audit Committee of the Company ("ARMC") for their deliberation. Decision taken by the ARMC will be implemented immediately. Where possible, steps will also be implemented to prevent similar situation arising.

REVERTING TO COMPLAINANT

The Group reserves the right not to inform the whistle blower of the precise action plan and/or the outcome of the investigation as this may infringe a duty of confidentiality owned to someone else.

WHISTLE BLOWING CHANNEL

The established channels for whistle blowing reporting are as follows:

- a. Any concern should be raised with the immediate superior. If for any reason, it is believed that this is not possible or appropriate, then the concern should be reported to the Group Managing Director of the Company ("GMD"). The channel of reporting to the GMD is as follows:

By Mail: **Strictly Confidential**
Tri-Mode System (M) Berhad
(Business Office)
Wisma tri-Mode
No.1 (Lot 45), Jalan Sungai Chandong 24/KS11,
Taman Perindustrian Pulau Indah (Fasa 3),
42920 Pulau Indah, Selangor.
e-mail: corporate@tmsgroup.com.my

Attention: The Group Managing Director

- b. If for any reason, it is believed that reporting to management is a concern or not possible or appropriate, then the concern should be reported to the Chairman of ARMC of the Company. The channel of reporting to the ARMC is as follows:

By Mail: **Strictly Confidential**
Tri-Mode System (M) Berhad
(Registered office)
Level 5, Block B
Dataran PHB, Saujana Resort
Section U2, 40150 Shah Alam
Selangor Darul Ehsan

Attention: Chairman of the Audit and Risk Management Committee

TRI-MODE



Since 1992

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AMENDMENT, MODIFICATION AND WAIVER

This policy may be modified, amended from time to time or waived subject to the disclosure and other provisions of the ACE Market Listing Requirement of Bursa Malaysia Securities Berhad and any other applicable regulations of other regulatory entities.

Dated: 28 April 2021