

## WHISTLE-BLOWING POLICY

PESTECH Board of Directors wishes to provide all directors, management staff, employees, vendors of PESTECH and its subsidiaries as well as members of the public (“Persons”) with mechanisms to confidentially and anonymously bring to the attention of the Audit Committee (“AC”) any concerns related to matters covered by the Company's Code of Business Conduct and Ethics, legal issues and accounting or audit matters.

The Whistle-Blowing Policy (“Policy”) allows the management to take appropriate preventive and corrective actions inside the company without the negative effects that come with public disclosure, such as loss of company image or reputation, financial distress, loss of investor confidence or drop in value of share prices.

This Policy is designed to facilitate the Persons to disclose any improper conduct (misconduct or criminal offence) through internal channel. Such misconduct or criminal offences include the following:-

- a) Fraud;
- b) Bribery, illicit and corrupt practice;
- c) Abuse of Power;
- d) Sexual harassment;
- e) Criminal breach of trust
- f) Theft or embezzlement;
- g) Misappropriation of company's assets and property;
- h) Misuse of confidential information; or
- i) Acts or omissions which are deemed to be against the interests of the company, laws, regulations or policies.

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

The Board of Directors gives assurance that the Persons will not be at risk to any form of victimization, retribution or retaliation from their superiors or from any of his management. However, they must act in good faith in their reporting. This assurance does not however extend to those who are found to have raised the matter under false or malicious intention. Any attempt to retaliate, victimize or intimidate against anyone (whistle-blower) making report in good faith is a serious violation and shall be dealt with serious disciplinary actions and procedures.

Persons are able to report their concerns related to matters on the company's Code of Business Conduct and Ethics, legal issues and accounting or audit matters to the dedicated whistleblowing email address as below:-

Dedicated Whistle-Blowing email address : [whistleblower@pestech.com.my](mailto:whistleblower@pestech.com.my)

By phone : +60 3 7845 2186

By fax : +603 7845 2187

By mail to : No 26, Jalan Utarid U5/14, Seksyen U5, 40150 Shah Alam, Selangor Darul Ehsan, Malaysia

### Administrative matters

This Policy, shall be reviewed, at the Board's discretion, and amended from time to time, as and when necessary, to ensure its relevance and effectiveness in keeping with the Group's changing business environment, administrative or operational needs as well as changes to legislations. Changes to the Policy, if any, shall only be made with the Board's approval in writing.

The Policy shall be held in custody of, and filed by, the Company Secretary of PESTECH.