

Integrity Policy (Whistle Blowing)

INTEGRITY POLICY

1. Integrity Statement

- a. Eupe is committed to being consistent in its high standards in regard to its actions, values, principles. For the maintenance of Eupe's integrity, we encourage all employees, suppliers, customers, shareholders and other stakeholders to report genuine concerns about fraud, malpractices, illegal acts and other acts or omission which is against the interest of the Eupe group of companies.
- b. Eupe views any harassments or retaliations in any form or manner against any informer who acted on reasonable ground and in good faith, as gross misconduct and will take action, including dismissal and/or legal action where appropriate..

2. Confidentiality

- a. The identity of the parties reporting any improper acts or omissions will be kept confidential.
- b. Any person making an anonymous report should note that maintaining anonymity may hinder an investigation. Regardless of this, anonymity will be maintained as long as it is permitted by law or until/when the person making the report agrees not to remain anonymous.

3. Acting in good faith

All parties are expected to act in good faith and have reasonable grounds when making a complaint. If allegations are proven to be malicious, parties responsible may be subject to appropriate action by the Eupe group, including legal action where applicable.

4. Procedures

- a. Any concern should be raised with the immediate superior (if employee). If for any reason, it is believed that this is not possible or appropriate, then the matter should be reported to Managing Director through one on the following channels:

Name: Dato Beh Huck Lee, Group Managing Director

i. Email: md@eupe.com.my

ii. Telephone: +04- 441 4558

iii. Mail (please mark **“Strictly Confidential”**) to:

Dato Beh Huck Lee
Eupe Corporation Bhd
Wisma Ria
Taman Ria
08000 Sungai Petani
Kedah
Malaysia

If reporting to the management is a concern, then the report may be made to Eupe’s Audit Committee, comprising of both independent and non-independent members of the Eupe Board:

Name: Audit Committee

i. Mail (please mark **“Strictly Confidential”**) to:

Audit Committee
Eupe Corporation Bhd
Wisma Ria
Taman Ria
08000 Sungai Petani
Kedah
Malaysia

5. Action to be Taken

- a. All reports will be investigated promptly by the person receiving the report and its progress will be reported at the following Audit Committee meeting.
- b. Upon completion of the investigation, an appropriate course of action will be recommended to the Audit Committee for their deliberation. The decision of the Audit Committee will be implemented immediately.