

WHISTLEBLOWER POLICY

POLICY STATEMENT

- EV is committed to combat corruption and other wrongdoings by providing a platform for all employees and general public to disclose any improper conduct or wrongdoings within the Company.
- EV encourage and enable employees and others to raise serious and genuine concerns internally or within the Company prior to seeking resolution externally based on the established Whistleblower Procedure.
- Employees are expected to practice high standards of integrity and honesty in compliance with all applicable laws, regulations, procedures and policies.

DEFINITION

- Improper conduct means any conduct which if proved, constitutes a disciplinary offence or a criminal offence.
- Whistleblower means any person who makes a disclosure of improper conduct to the designated recipients as defined in this policy. Whistleblower may be employees, interns, vendors, contractors, suppliers or the general public.

SCOPE OF COVERAGE

- This policy applies to all Directors and employees of EV.

PROTECTION TO WHISTLEBLOWER

- EV expects the whistleblower to act in good faith and have reasonable grounds and evidence when disclose any information of improper conduct under this policy.
- The Management assures whistleblower who raises issues of concern will be protected from any adverse impact on their employment or relationship with the Company as a result of his or her reporting, provided that the report is made in good faith and without malice.
- A whistleblower will be accorded with protection under this policy to the extent reasonably practicable as follows:
 - ❖ Protection of confidential information
 - ❖ Protection against detrimental action

- EV shall revoke the whistleblower protection under this policy if:
 - ❖ The investigation found that the whistleblower himself has participated in the improper conduct disclosed.
 - ❖ The whistleblower willfully made his disclosure which he knew or believed that the information to be false or did not believe to be true.
- Any employee who retaliates against a whistleblower who has reported an improper conduct in good faith is subject disciplinary action up to and including dismissal of employment.

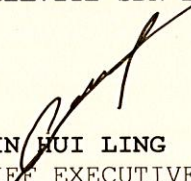
REPORTING PROCEDURES

- The whistleblower may raise or lodge his or her concerns in writing via email and should include full details such as name, NRIC and telephone number including evidences (if any) to whistleblower@excelvite.com.

CONFIDENTIALITY AND RETALIATION

- All information will be kept confidential to a possible extent. The Management will not tolerate any harassment of victimization and will take appropriate action to protect the whistleblower when he or she raises concern in good faith. Any parties that retaliates against someone who has reported wrongdoings may be subject to appropriate disciplinary actions including legal action if required.

EXCELVITE SDN BHD


CHIN HUI LING
CHIEF EXECUTIVE OFFICER