

Whistle-blowing Policy

All employees are expected to carry out their duties as required and conduct themselves in a professional manner at all times and act in ways that bring credit to themselves, the Company and the public we serve. Employees are required to observe high standards of business and personal ethics, honestly and with integrity, in fulfilling our responsibilities and to comply with all applicable laws and regulations.

Being a public listed company, we are socially responsible in ensuring that this is practised within the organization, consistent with the company's code of ethics. The employee can raise concern in written with his/her line manager or tell an appropriate manager. If for any reason the employees find this difficult he/she should report the matter to the Chief Financial Officer or Mr. Mark Wang, an independent director of the Group, who are the nominated executive with responsibility for dealing with concerns raised under this policy.

The Company will treat all reported information about known or suspected violations in a confidential manner (consistent with appropriate evaluation and investigation) and will seek to ensure that no acts of retribution or retaliation are taken against anyone for making a report.

After acknowledging the reports of violations, an investigation will be conducted as speedily and sensitively as possible. An official written record will be kept at each stage of the procedure. If appropriate, arrange an initial interview with the employee within 7 days of complaint to ascertain the concern. This interview will remain confidential if requested.

The manager, director or an external person or body as appropriate, will then conduct further investigations. They will aim to complete the investigation as soon as possible. Appropriate corrective action will be taken if warranted by the investigation. The employee will be informed of the outcome of the investigation within 5 working days of completion of the investigation (including any disciplinary investigation). The exact nature of any disciplinary action taken against any person will remain confidential.