



EPIC Whistleblowing Policy

The Whistleblowing Policy is intended to directly support the Core Values, Code of Business Ethics and Governance requirements. EPIC Berhad and its subsidiaries (the Group) places high value on the level of trust and integrity expected of its employees within the Group.

It is an avenue to encourage and enable employees and others to raise legitimate concerns to be objectively investigated and address within the Group.

The policy provides an alternative avenue for persons to raise concerns if the normal lines of communication are not available. Nothing in this policy shall interfere with other established operational policies and processes of the Group.

The Group encourages the employees or other stakeholders to make any disclosures openly, honestly and that concerns or complaints raised will be treated fairly and properly.

This policy applies to all directors and employees of EPIC Group and its shareholders, consultants, vendors, contractors, external agencies, or any parties with a business relationship with the Group are encouraged to report genuine concerns about breach of a legal obligation, miscarriage of justice, danger to health, safety and environment and to cover up of any of these in the workplace.

Disclosure/report can be made to any of the following dedicated reporting channels;

- (a) Secured email address at whistleblower@epicgroup.com.my
- (b) By writing or meet in personal with the Head of Integrity & Governance Unit at 1st Floor of Annexe Building, Kemaman Supply Base, Teluk Kalong, 24007 Kemaman Terengganu

The Whistleblower's identify shall be protected, i.e., kept confidential unless otherwise required by law of for purposes of any proceeding by or against the Group.

This policy was approved and adopted by the Board of Directors of EPIC Berhad at the Board of Directors' Meeting (M2/2020) held on 23 August 2020.

Should you need any further information, send an email to feedback_igu@epicgroup.com.my