

### 1.0 PURPOSE

This policy (the “**Policy**”) is intended to set out a framework for how Aztech Global Ltd. and its subsidiaries (collectively, the “**Group**”) manages the reporting, investigation and remedying of any wrongdoing in the workplace.

### 2.0 RAISING A CONCERN

Whistle-blowing involves the reporting of suspected wrongdoing or dangers in relation to the Group’s activities. This includes bribery, facilitation of tax evasion, fraud or other criminal activity, miscarriages of justice, health and safety risks, damage to the environment and any breach of legal or professional obligations.

Employees are encouraged to raise any concerns with their supervisors. If, for any reason, an employee prefers not to raise such concern with his or her supervisor, that employee should contact the Head of Legal or the Audit Committee (“AC”) Chairman (please refer to the relevant contact details below). In such cases, the Head of Legal or the AC Chairman will arrange a meeting with the employee as soon as possible to discuss the concern. All whistle-blowing matters are reviewed by the AC periodically.

In most cases an employee should not find it necessary to alert anyone externally. In the event that employees are required to report concerns to an external party such as a regulator, employees are strongly encouraged to seek advice before reporting a concern to any external party.

### 3.0 PROTECTION AND SUPPORT FOR WHISTLE-BLOWERS

With this Policy, the Group aims to encourage openness and will support whistle-blowers who raise genuine concerns under this Policy, even if such concerns turn out to be mistaken.

If a whistle-blower wishes to remain anonymous, the Group will take every effort to maintain the anonymity and confidentiality of such disclosure save for circumstances when it is necessary to reveal the employee’s identity in the course of any investigation.

The Group will also monitor investigations to make sure that whistle-blowers are not subject to any detrimental treatment.

If employees have any questions about this Policy, they can contact the AC Chairman as follows:

Address: 31 Ubi Road 1, #01-05, Singapore 408694  
Email: [whistleblower@aztech.com](mailto:whistleblower@aztech.com)  
Attention to: AC Chairman

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