

Within the framework of corporate governance and regulatory compliance, the Group of ALUMIL (“the Group”) has developed a Whistleblowing Policy. Allegations of irregularity, omission or offences include, but are not limited to, the following:

- Breaches in matters of health and safety;
- Any form of criminal activity;
- Inappropriate or unethical behavior that undermines the core ethics and moral values such as, integrity respect, honesty, accountability, and justice;
- Breaches of corporate governance;
- Related party transactions which are undisclosed or unreported according to the regulations;
- Falsification of data;
- Non-disclosure of interests;
- Sexual or physical harassment of personnel, clients, potential staff, service providers, and other related parties. This policy is concurrent with the violence and harassment policy
- Attempt to hide any of the abovementioned instances.

The Group Compliance Officer is appointed as reporting person who shall investigate the reports made. Cases involving violations of the policy may be reported by email to compliance@alumil.com.