



**WHISTLE-BLOWING
POLICY**

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The Manual on Corporate Governance of the Corporation provides that the Board shall establish a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation and to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns. The Board shall be conscientious in establishing the framework, as well as in supervising and ensuring its enforcement.

The Corporation's Policy Rules and Regulations (CPRR) provides specific procedures for Whistle Blower and Ethics Escalation, which aims to encourage ethics escalation within the Corporation while protecting the whistle blower. The CPRR provides, among others, clear procedures covering the reporting of illegal, dishonest and fraudulent activity and violation to the CPRR.

The Corporation's Management, through the HR unit, handles the implementation of the CPRR covering the whistle blower and ethics escalation policy. For major issues affecting the integrity of the Corporation and involvement of high any level position in the Corporation or its business partners, HR will assign a third party to handle the investigation.

The Cirtek Group's Code of Ethics and Business Conduct and the Whistle Blower and Ethics Escalation Policy under the CPRR ensure the enforcement of the Corporation's whistleblowing framework. The Related Party Transaction Policy of the Corporation is likewise aligned with the said framework.