

WHISTLEBLOWING POLICY

1.0 INTRODUCTION

1.1 The Whistleblowing Policy is established to provide a mechanism for employees and stakeholders to report concerns, illegal activities, unethical behavior, or any violations of company policies and regulations. Dynamic Navigation Sdn Bhd (“Dynamic”) is committed to maintaining an environment of transparency and integrity, and this policy aims to encourage the reporting of any wrongdoing without fear of retaliation.

2.0 REPORTING MECHANISMS

2.1 Concerns or reports can be submitted through the following channels:

- a. Direct reporting to the immediate supervisor or manager.
- b. Utilizing the designated Whistleblowing email: whistleblowing@dynamic-navigation.com

3.0 CONFIDENTIALITY

3.1 Reports made under this policy will be treated with the utmost confidentiality to the extent permitted by law. However, it's important to note that complete confidentiality cannot be guaranteed, especially if the investigation process requires disclosure or legal proceedings.

4.0 PROTECTION AGAINST RETALIATION

4.1 Dynamic strictly prohibits retaliation against individuals who, in good faith, report concerns or violations. Any form of reprisal, harassment, or adverse employment action against a whistleblower will be subject to disciplinary action, including termination.

5.0 INVESTIGATION PROCESS

5.1 Upon receipt of a report, the company will promptly and thoroughly investigate the matter. The investigation will be conducted impartially, respecting the rights of all parties involved. Updates on the progress of the investigation will be communicated within the constraints of confidentiality and legal considerations.

6.0 FALSE REPORTS

6.1 Intentional and maliciously false reporting is a violation of this policy and may result in disciplinary action, up to and including termination. Reports made in good faith, even if the information is later found to be inaccurate, will not be subject to disciplinary action.

7.0 NON-RETALIATION AND NON-OBSTRUCTION

7.1 Employees are expected to cooperate fully with any investigations resulting from a whistleblower report. Retaliatory actions against individuals who provide information during an investigation are strictly prohibited.

8.0 RECORD KEEPING

8.1 All reports and related investigative records will be maintained in a secure and confidential manner in accordance with applicable laws and regulations.

9.0 COMMUNICATION

9.1 This policy is readily accessible via Dynamic's official website for the perusal of all Directors, Employees, and Business Associates of the Company.