

## WHISTLEBLOWING POLICY STATEMENT

### Whistleblowing/Speak-Up

At UEMS Solutions Pte Ltd, we encourage individuals to report any observed misconduct involving UEMS employees and/or business associates without fear of retaliation. Our Whistleblowing Framework allows confidential reporting.

All whistleblowing incidents will be thoroughly assessed and independently investigated by an investigative panel led by the Chief Executive Officer (CEO) and the Anti-Bribery Compliance Function (ABCF). The investigation findings will be communicated to the Whistleblowing Committee.

We expect whistleblowers to disclose their concerns in good faith. The identity of the whistleblower and the concerns raised will be kept confidential, unless disclosure is mandated by law to parties such as solicitors, the police, or investigators.

### Types of Conduct Violations

Reportable violations include the following:

- **Corruption/bribery:** This involves receiving, requesting, offering, promising, or giving any gratification to induce or be induced to perform a favour for corrupt purposes. Types of gratification can be, but not limited to, include money, sexual favours, properties, promises, and services. Requests for confidential information, leniency, special privileges, and contracts may also constitute corrupt favours.
- **Fraud:** Fraud encompasses any illicit act that involves deception, concealment, or breach of trust. It aims to procure money, property, or services; avoid payment, avoid loss of services; or secure personal or business advantages. Common types of fraud include misappropriation of assets, forgery, and misuse of employment-related information.
- **Unlawful conduct:** This category includes all forms of illegal behaviour, such as the sale or use of drugs, violence or threats of violence, criminal damage to property, sexual harassment, money laundering, and financing terrorism.

Please contact the Police or the Corrupt Practices Investigation Bureau (CPIB) at 1-800-376-0000 if you have information about alleged corrupt practices.

### Methods of Reporting

By mail: Chief Executive Officer, UEMS Singapore & Taiwan / Anti-Bribery Compliance Function  
60 Macpherson Road, #03-08 Siemens Centre, Singapore 348615

Reporting channel overseen by the CEO / ABCF:

Email: [whistleblowing@uemsgroup.com](mailto:whistleblowing@uemsgroup.com)

Web Portal: [www.uemsgroup.com](http://www.uemsgroup.com)