



LH PLUS SDN. BHD.

NON-RETALIATION POLICY

It is LH Plus Sdn Bhd policy and practice to maintain the highest ethical standards, and to create a workplace free of inappropriate or unlawful behaviour, in which people are encouraged to share their concerns with the Company without fear of retaliation. Consequently, at LH Plus, no adverse action will be taken against any employee, former employee, agent or third party for complaining about reporting, participating or assisting in the investigation of a suspected violation of the Company's Code of Conduct, Company policy, or applicable law, unless the allegation made or information provided is found to be intentionally false or not made or provided in good faith. To the maximum extent possible, LH Plus will maintain the confidentiality of all complaints. All allegations of retaliation will be investigated, and if appropriate, disciplinary action will be taken, up to and including termination.

(Callum Chen)
Chief Executive Officer

December 15, 2021