

Vigil Mechanism

In compliance of provisions of the Companies and Listing Regulations, the company has established a vigil mechanism for directors and employees to report concerns about unethical behaviour, actual or suspected fraud or violation of the company's code of conduct.

The Vigil Mechanism of the Company consists of the following:

Code of Conduct for Directors and Senior Management Personnel

Code of Conduct for employees

Policy against sexual harassment

Whistleblower Policy

Code of Conduct for Prevention of Insider Trading

These taken together constitute the vigil mechanism through which Directors and employees can voice their concerns.