
ZHULIAN

Whistleblower Policy

WHISTLEBLOWER POLICY

1. Purpose

This policy provides an avenue for all employees of Zhulian Corporation Berhad (“ZCB”) and its subsidiaries (collectively referred to as the “Group”) and any (legal or natural) person including those providing services to, or having a business relationship with the Group, to raise genuine concerns about any improper conduct or wrongful act that is committed involving the Group and/or our employees and business partners through the Group’s whistleblowing channels on a confidential basis.

2. Safeguards

A person or entity making a protected disclosure is commonly referred to as a “Whistleblower”. Whistleblowers provide initial information related to a reasonable belief that an improper activity has occurred.

Whistleblowers are protected against being dismissed or penalised by the Group, and the Group will consider mitigating circumstances if the Whistleblower himself / herself is involved in the activity that he / she reports.

A Whistleblower’s right to protection from retaliation does not extend immunity for any complicity in the matters that are the subject of the allegations or an ensuing investigation.

3. Confidentiality

Every effort will be made to treat the Whistleblower’s identity with appropriate regard for confidentiality. The Group gives the assurance that it will not reveal the identity of the Whistleblower to any third party not involved in the investigation or prosecution of the matter. The only exception to this assurance relates to an overriding legal obligation to breach confidentiality. The Group is obligated to reveal confidential information relating to a whistleblowing report, if ordered to do so by a court of law.

4. Procedures

4.1 Process for Disclosure:

(a) Impropriety

This policy covers improprieties or irregularities, suspected fraud or criminal offences, breach of confidentiality and failure to comply with legal or regulatory requirements.

(b) Reporting

Disclosures in connection with the above impropriety can be verbal, via electronic mail or in writing and forwarded in a sealed envelope to the Chairman of Audit Committee labelled with a legend such as “To be opened by the Chairman of Audit Committee only” as tabulated below:

Name	Position	E-mail Address
Mr <u>Oon Hock Chye</u>	Chairman of Audit Committee	hc-oon@zhulian.com.my

(c) Handling of a reported allegation

The action taken by the Group in response to a report of concern under this policy will depend on the nature of the concern. The Chairman of Audit Committee shall receive information on each report of concern and follow-up information on actions taken.

4.2 Investigator

The Internal Auditor shall be the named Investigator unless the Chairman of Audit Committee assigns / appoints another Investigator. Investigator must be impartial and independent of all parties concerned.

The Investigator is required to report all concerns raised, the status of all pending and on-going investigations, and any action taken or to be taken as a result of the investigations, to the Chairman of Audit Committee.

4.3 Inquiries

Initial inquiries will be made to determine whether an investigation is appropriate, and the form that it should take. Some concerns may be resolved without the need for investigation.

If an investigation leads the Investigator to conclude that a crime has probably been committed, the results of the investigation shall be reported to the police or other appropriate law enforcement agency.

If an investigation leads the Investigator to conclude that the suspect has engaged in conduct that may be a violation of the Group's Code of Conduct or Code of Ethics, the results of the investigation shall be reported to the Head of Human Resources or Chief Executive Officer in accordance with the applicable procedures for Company conduct and the administration of discipline. Any charges of misconduct brought as a result of an investigation under this policy shall comply with established disciplinary procedures.

5. Monitoring and Periodic Review of Policy

The Group must diligently monitor these procedures to ensure that they meet the objectives of relevant legislations and remain effective for the Group, and, if necessary, implement changes subject to the approval of the Group's Board of Directors.

This policy will be reviewed from time to time by the Board when deem necessary to assess its effectiveness.