

WHISTLEBLOWING POLICY

Policy Statement

Cahaya Jauhar Sdn Bhd (“CJSB” or the “Company”) and its subsidiaries (the “Group”) are committed to the highest standards of integrity, accountability and ethical behaviour in its business conduct and operations, consistent with our corporate values. In line with our commitment, we provide a mechanism for our employees, third parties employed or engaged and members of the public to report wrongdoing or improper conduct within the Group.

Policy Objective

This Policy makes clear that we take wrongdoing very seriously and that we are committed to identify, deal with, and rectify any improper conduct that can potentially harm the Group including its reputation. We want to embed a culture across the Group where wrongdoing is not tolerated and when reported, will be quickly and efficaciously addressed. We also commit to provide protection for those who make such disclosures.

Applicable Scope

This Policy covers, possible and actual improper conduct, which if proven, constitutes a disciplinary or a criminal offence. These includes, but not limited to, the following:

- i. any form of financial crime, including fraud;
- ii. bribery and corruption, whether for personal gain or for the benefit of the Group;
- iii. abuse of power for personal gain;
- iv. conflict of Interest;
- v. theft or embezzlement;
- vi. misuse of the Group’s property and information;
- vii. any form of negligence, default, breach of trust/duty or non-compliance with the policies and procedures;
- viii. any situations of regulatory breach or non-compliance with applicable laws; and
- ix. inadequacies of the Group’s anti-corruption programme.

This Policy does not apply to personal grievances concerning an individual’s terms and conditions of employment, or any other aspects of working relationship with the Group. Such matters shall be dealt with under the relevant UEM Sunrise’s Human Resource Policies and Procedures.

In the event an employee is unsure whether a particular act or omission constitutes an improper conduct under this Policy, the employee is encouraged to seek advice or guidance from the line manager, Head of Department/Division or the Integrity & Governance Committee (“IGC”).

Disclosure Procedure

All disclosures are to be channelled in accordance with the procedures outlined under this Policy. Disclosure should be factual and not speculative. Information provided should be specific to allow for proper assessment of the nature and extent of the concern.

Disclosures can be made to any one of the following designated reporting channels, which are accessible to both internal and external parties, at <https://cahayajauhar.com/whistleblower>, in a strict confidential manner:

- i. Secured Postbox; or
- ii. Direct Message to Head of the Integrity & Governance Committee (“IGC”).

* Cahaya Jauhar reserves the right to amend this Policy from time to time.