

Whistleblowing Policy

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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 CJSB’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 & Risk Compliance Unit (“IGRC”).

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 email to ain@cahayajauhar.com (Pn. Nurul Ain)
- ii. Direct Message to Head of the Integrity, Governance & Risk Compliance Unit (“IGRC”).

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Anonymous Whistleblower

Anonymous reporting can be undertaken via the respective channels (Secured Postbox, email to ain@cahayajauhar.com and Direct Message to Head of the Integrity, Governance & Risk Compliance Unit ("IGRC"). All reports are taken seriously by CJSB. However, in the event that there is lack of material evidence, CJSB reserves the right to close the case. With this in mind, CJSB encourages the whistleblower to disclose his/her identity to enable:

- i. further information gathering and/or clarification with regard to the disclosure made;
- ii. accord the necessary protection to the whistleblower; and
- iii. notification of the outcome of the investigation on the disclosure where it relates to the disclosing party if deemed necessary.

Whistleblowers are encouraged to provide detailed factual and not speculative information to assist with the investigation (i.e., who, what, where, when and how).

Whistleblower Protection

The Group takes whistleblowing very seriously and will protect the person making a report to the maximum extent possible, within Group's ability and control. The Group is guided by the Whistleblower Protection Act 2010 and international best practice in this matter.

The identity of a good faith whistleblower will be kept confidential to the fullest extent possible and as required under the applicable laws. The information reported will be kept in a secure information management system.

The Group prohibits retaliation against all whistleblowers acting in good faith, and will accord protection against retaliation, detrimental action or unfair treatment arising from making such report. Such protection is accorded even if the investigation later reveals that the whistleblower

is mistaken as to the facts and/or the application of the relevant rules or procedures, or the allegation could not be substantiated.

Where the whistleblower can prove that they have been subjected to retaliation, detrimental action or unfair treatment, CJSB reserves the right to take the appropriate actions against the perpetrator. Other forms of protection such as transferring department may also be provided by the Group.

Any person making a report must do so in good faith, with reasonable belief that it is true, and not acting maliciously or for personal gain. Any person found to make a false allegation for malicious purposes will not receive whistleblower protection but instead be subjected to disciplinary action and/or legal action by the Group.

Please note that the Group has no power to provide any immunity from criminal prosecution. However, for whistleblowers coming forward voluntarily, legal and other forms of support will be provided by the Group in the event of a prosecution arising from their report.

Investigation Procedure

Disclosures made via the Secured Postbox ("SP") will be directed to the Head of IGRC. Disclosures made via Direct Message ("DM") will be directed to Head of IGRC. Only Head of IGRC will have the direct access to the details of DM case, and he/she reserves the right to grant access to the IGRC members and/or the designated IGRC officers, if deemed appropriate.

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If the disclosure has a reasonable basis and legitimacy, the preliminary assessment outcome shall be disclosed/escalated to the Board through the IGRCC. Recipients of the preliminary assessment outcome shall ensure details of the whistleblower are protected and kept entirely confidential.

The IGRCC shall be the case handler responsible for complaint management, including detection, verification and investigation. IGRCC provides oversight on the overall complaint management, deliberate and recommend appropriate course of actions for the Board. The Board shall be the decision maker for all corruption cases.

The assessment outcome shall be disclosed and

Disclosures related to Chairman of Cahaya Jauhar (including corruption offences) – Head of the Integrity, Governance & Risk Compliance Committee (“IGRCC”) to escalate to Chairman of Cahaya Jauhar Sdn Bhd.

Disclosures related to Board Members of Cahaya Jauhar (including corruption offences) – IGRCC to escalate to Chairman of Cahaya Jauhar.

Disclosures related to corruption offences – IGRCC to escalate to Board of Cahaya Jauhar.

Disclosures related to other matters, non-corruption offences, operational complaints or grievances, etc. – IGRCC to report to Board of Cahaya Jauhar.

Upon completion of investigation, the IGRCC shall undertake the appropriate remedial action based on the decision made, including:

- (a) Making a report to the relevant external enforcement agencies (e.g., Malaysian Anti-Corruption Commission, Royal Malaysian Police, etc.), where the improper conduct constitutes a criminal offence;
- (b) Ensure that the relevant Department/Division take appropriate action such as initiating disciplinary and/or legal action against parties where there is evidence that improper conduct has taken place; or
- (c) Recommending steps be implemented to prevent similar situation from repeating in the future.

Contacting the Authorities

For a disclosure that requires escalation of the matter to an external enforcement agency such as criminal matters including corruption, the Board shall be informed at the earliest opportunity, per the Whistleblowing Procedures and decide the best course of action for reporting to the authorities, in consultation with legal counsel.

Reporting to the Board

The IGRCC shall maintain a record of the reports received through the whistleblowing channels, the investigations and their outcomes, with reporting to the Board on a regular basis.

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