



TASEK CORPORATION BERHAD
(Company No. 4698-W)

Whistleblowing Policy

ARTICLE 1 - PREAMBLE

- 1.1 Tasek Corporation Berhad and its Group (“**TCB**”) are committed to high standard of integrity, accountability and ethical behaviour in the conduct of its business and operations.
- 1.2 These values are what TCB believes in and the same are illustrated to all Directors, officers and staff in TCB’s Code of Ethics and Conduct.
- 1.3 In recognition of these values, TCB has instituted a whistleblowing policy to facilitate disclosure of any improper conduct within TCB.

ARTICLE 2 – OBJECTIVE AND SCOPE

- 2.1 TCB’s Whistleblowing Policy (“**Policy**”) affords an avenue for the confidential reporting or disclosure of any improper conduct in accordance with the Policy.
- 2.2 The Policy also provides protection for individuals who make such disclosures or report such allegations (“**whistleblower**”).
- 2.3 The Policy reflects Malaysian law and shall apply to TCB.
- 2.4 Improper conduct includes misconduct and criminal offences and includes the following:-
 - 2.4.1 Fraud;
 - 2.4.2 Corruption/bribery;
 - 2.4.3 Abuse of power;
 - 2.4.4 Conflict of interest;
 - 2.4.5 Theft;
 - 2.4.6 Embezzlement; or
 - 2.4.7 Misuse of Company’s property/assets.
- 2.5 The improper conduct under paragraph 2.4 is not exhaustive and includes any other act or omission, which if proven, will constitute an act of misconduct pursuant to TCB’s Code of Ethics and Conduct or pursuant to any criminal offence under the relevant law in force.
- 2.6 All confidential reporting or disclosures by a whistleblower are to be directed to the designated person in accordance with the procedures under this Policy.
- 2.7 The procedures outlined in this Policy are not intended to invalidate TCB’s grievance procedures and/or disciplinary action processes and procedures and are therefore subject to the procedures and restrictions in force.
- 2.8 TCB reserves the right to amend the Policy from time to time.

ARTICLE 3 – PROTECTION TO THE WHISTLEBLOWER

- 3.1 TCB will take all reasonable steps to protect the confidentiality of identity of a whistleblower and will adhere to any statutory requirements in force.
- 3.2 An employee of TCB who whistleblows will also be accorded protection against any detrimental action in reprisal for disclosing such improper conduct within TCB provided such disclosures are made in good faith. Such protection will continue notwithstanding that, after investigation, it is shown that the whistleblower was mistaken as to the facts, rules or procedures of improper conduct.
- 3.3 Detrimental action in reprisal against the whistleblower includes action causing injury, loss or damage; intimidation or harassment; interference with the lawful employment or livelihood including discrimination, discharge, demotion, suspension, disadvantage, termination or adverse treatment in relation to the whistleblower's employment, career, profession, trade or business or the taking of disciplinary action; and includes a threat to take any of the aforesaid detrimental actions.
- 3.4 TCB will not entertain any anonymous disclosure. The person who wishes to whistleblow any improper conduct within TCB is required to disclose his or her name, NRIC number and contact telephone number (mobile, home and/or office). These identity details will be kept confidential to afford protection to the whistleblower.
- 3.5 The whistleblower remains liable for his or her own conduct and is responsible to ensure that disclosure is made in good faith and free from any malicious intent. TCB does not have the power to offer any person immunity against prosecution in the criminal jurisdiction.
- 3.6 Where it is shown that a person purporting to be a whistleblower has made a false report or disclosure and/or has made a report or disclosure with malicious intent, frivolous or vexatious, then that conduct itself will be considered a serious matter. Under such circumstances, TCB may revoke the protection accorded to a whistleblower under the Policy.
- 3.7 TCB is committed to protect genuine whistleblowers. Where the investigation later revealed that the whistleblower was mistaken as to the facts, rules or procedures of improper conduct, the protection under the Policy would still be accorded to the whistleblower.

ARTICLE 4 – PROCEDURES FOR REPORTING

4.1 Any person who has knowledge or is aware of any improper conduct within TCB is encouraged to make such disclosure in accordance with the procedures stated herein.

4.2 Disclosures can be made in strict confidential manner to:-

“Confidential – The Chief Internal Auditor”

E-mail : Lee Eng Choon (Internal Audit) eclee@tasek.com.my

Address : c/o Tasek Corporation Berhad
6th Floor, Grand Millennium Kuala Lumpur
160, Jalan Bukit Bintang
55100 Kuala Lumpur, Malaysia.

Or

“Confidential – The Chairman, Board Audit and Risk Management Committee”

E-mail : Lim Eng Khoon eclee@tasek.com.my

Address : c/o Tasek Corporation Berhad
6th Floor, Grand Millennium Kuala Lumpur
160, Jalan Bukit Bintang
55100 Kuala Lumpur, Malaysia.

4.3 In order for the whistleblower to be protected under the Policy and also to obtain more details and information on the disclosure made by the whistleblower, the whistleblower is required to disclose his or her personal details (which will be kept confidential) as follows:-

- Name;
- NRIC number; and
- Contact telephone numbers – mobile, home and/or office.

4.4 In addition to the personal details in paragraph 4.3, the disclosure should contain the following information:

- Details of the person(s) involved;
- Details of the allegation such as nature, time and place;
- Other relevant information; and
- Any supporting evidence.

4.5 The whistleblower will be notified on the outcome of the disclosure after investigation.