

	WHISTLEBLOWING POLICY AND PROCEDURES		WBPP	
	FREQUENTLY ASKED QUESTIONS (FAQ)			
		Rev.4	19 Feb 2025	
		PPB		

1. What is 'Whistle Blowing'?
2. What is an 'Improper Conduct'?
3. How will I be protected?
4. Will my identity be kept confidential?
5. Will I be involved in the investigation when I report a "Improper Conduct"?
6. What will happen after I made my disclosure?

1. What is 'Whistle Blowing'?

Whistle Blowing is an act of voluntary disclosure/reporting to the Whistle Blowing Committee of the Group for further action of any improper conduct by an employee of the Group.

2. What is an 'Improper Conduct'?

The Improper Conduct is defined as an inappropriate behaviour, purposeful wrongdoing, and/or intentional breaches of the established standards of conduct. The types of improper conduct include, but are not limited to, the following:

1. Fraud, corruption or bribery (which includes, but is not limited to, soliciting/ receiving bribes/kickbacks);
2. Criminal acts (which includes, but is not limited to, misappropriation of funds / assets, criminal breach of trust, forgery, theft or insider trading);
3. Failure to comply with any legal or regulatory or health, safety, security and environmental (HSSE) obligation;
4. Deliberate concealment of information (which includes, but is not limited to, intentional omission, attempt to cover-up or providing false and misleading information);
5. Breach of confidentiality or misuse of confidential information;
6. Unethical conduct or conflicts of interest or abuse of power; and
7. Malpractices (which includes, but is not limited to, questionable or improper accounting, operational or administrative practices).

3. How will I be protected?

You will be accorded with the protection under this Policy provided that the Disclosure is made in good faith and free from any malicious intent. Such protection is accorded even if the investigation later reveals that the whistleblower is mistaken as to the facts and the rules and procedures involved.

If the investigation later reveals that the disclosure was made with malicious intent, the appropriate action can be taken against the Whistleblower.

4. Will my identity be kept confidential?

Yes, unless we are compelled by law and/or regulatory bodies to make such disclosure. Your identity will be kept confidential within the Whistle Blowing Committee.

5. Will I be involved in the investigation when I report an "Improper Conduct"?

You will only be requested to assist when more information is needed during the investigation.

6. What will happen after I made my disclosure?

Upon receipt of your disclosure, the Whistle Blowing Committee will determine whether the nature of the complaint falls within the category of improper conduct. If it is an improper conduct, an investigation team will be appointed to investigate the alleged improper conduct or dismissed, if it is not. In both cases, you will be notified on the decision made.