



WHISTLEBLOWER POLICY STATEMENT

Johawaki Holdings Sdn Bhd and its group of companies are committed to promoting and maintaining high standards transparency, accountability, ethics and integrity at the workplace. An important aspect of accountability and transparency is a mechanism to enable all employees and third parties to voice genuine concerns in a responsible and appropriate manner.

This Policy is adapted to promote alignment with the Whistleblower Protection Act 2010, Companies Act 2016, Malaysian Anti-Corruption Commission (MACC) Act 2009, Malaysian Penal Code (revised in 1977) and its amendments, Personal Data Protection Act 2010, and all applicable laws and regulations in Malaysia. However, this Policy does not absolve employees and stakeholders from any statutory obligations contained in any Act and/or Regulation to report criminal offences and/or breaches of law with the relevant enforcement agencies.

This policy is designed to support company's Excellence, Professionalism, Integrity and Customer-centricity (E.P.I.C) values and facilitate employees' and third parties' concerns about possible improprieties at the earliest opportunity to ensure that concerns can be raised without fear of reprisal or Detrimental Action.

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