

## WHISTLEBLOWING POLICY AND PROCEDURES

### OBJECTIVE

PWF Corporation Bhd. and its subsidiaries (“PWF Group” or “the Group”) recognized the importance of maintaining integrity, ethical and moral conduct of the business. We are committed to maintaining transparency, openness and accountability, where employees can report legitimate concerns in confidence and we welcome the voicing of genuine and serious concerns about actual or alleged malpractice and wrongdoing. This Whistleblowing Policy and Procedures are laid down to help achieve these goals.

This policy is made in reference to and consistent with Section 587 of the Companies Act 2016 (“the Act”) and Malaysian Code on Corporate Governance (“MCCG”) Practice 3.2.

This policy and procedures is designed to:

- enhance value of integrity and honesty within the Group,
- instill confidence in all employees about the commitment of the Group in respect of integrity,
- give guidance on lodging of a complaint or report by any whistleblower,
- ensure that any report or complain will be treated seriously and handled confidentially free from any interference, and
- give assurance that bona fide whistleblower will be protected from possible reprisals or victimization.

### SCOPE OF REPORTING

Any irregularity and improper conduct, including but NOT limited to the following:

- Fraud or dishonesty
- Breaches of policies, procedures, laws and regulations
- Bribery or corruption
- Abuse of power
- Conflict of interest
- Theft or embezzlement
- Insider trading
- Misuse of Group’s property and information
- Harassment and/or
- Intimidation

## **REPORTING PROCEDURE**

To raise a concern about an irregularity or misconduct committed, a whistleblower may refer the matter to any of the Independent Directors in the Board of Directors of the Company.

If the whistleblower intends to remain anonymous, he/she can forward an email with the relevant supporting evidence to PWF Group's confidential email at [whistleblowing@pwf.com.my](mailto:whistleblowing@pwf.com.my).

The whistleblower is required to show that the concern is genuine, without malicious intent, not motivated by personal gains, and is done in good faith.

The whistleblower is advised to exercise caution and be responsible before making any report.

Any person who is found to have made false accusation, allegations or reports will be subject to disciplinary action that may include termination of employment or contract.

## **CONFIDENTIALITY**

PWF Group will accord protection of confidentiality to the whistleblower to the extent reasonably consistent with the need to conduct an adequate investigation.

PWF Group will take all reasonable steps to protect the whistleblower against any discrimination, retaliation or harassment, corresponding to its internal policies and scope under its purview and jurisdiction.

## **RETRACTING OF REPORT**

The whistleblower who wishes to withdraw his/her disclosure is required to write to [whistleblowing@pwf.com.my](mailto:whistleblowing@pwf.com.my) with supporting reason(s) for the withdrawal. Notwithstanding such withdrawal, the Group reserves the right to proceed with investigation on the matters arising from the disclosure.

## **OTHER REPORTING CHANNEL**

The whistleblower may also lodge a report with the police, Bank Negara Malaysia, the Malaysian Anti Corruption Agency (MACC) or any other enforcement agency as defined under the Whistleblower Protection Act 2010 and forward a copy of the said report to PWF Group to enable PWF Group to conduct its own internal investigations.