

COMPANY	Eversendai Corporation Berhad	DEPARTMENT	Human Resource and Administration
TITLE	Whistleblowing policy	DOCUMENT TYPE	Policy
REF. NO.	ECB(WMS)001PY1	REV. NO.	00
ORIGINATOR	Premnath Kumaran	APPROVER	Tan Sri A K Nathan
POSITION	Group HRAD Director	POSITION	Executive Chairman & Group Managing Director

WHISTLEBLOWING POLICY

Eversendai Group of Companies (collectively and herein referred to as “the Eversendai Group”) is committed to achieving and maintaining high ethical standards among all its employees and stakeholders (collectively and herein referred to as “the Party” or “the Whistleblower”).

Eversendai Group encourages all Parties to speak up or raise genuine concerns without fear of retaliation regarding any wrongdoing within the Eversendai Group. A whistleblower is a person who reports any suspected or actual wrongdoing and reasonably believes that the information is true at the time of reporting. Wrongdoings can include, but are not limited to, the following:

- Breach of laws and/or regulations.
- Breach of the Group’s Policies and Procedures, including the Group’s Anti-Bribery and Corruption Policy and the Code of Conduct. This includes fraud, corruption, bribery, misappropriation of assets, misuse of confidential information, unauthorized use of funds or resources, and conflicts of interest.
- Gross negligence, bullying, harassment, and discrimination.
- Actions or omissions resulting in damage or risk of harm to health and safety, and safe work-practices or which are deemed to be against the interest of the Group, Law / Regulations or Public Policies.

Eversendai Group is strictly committed to providing whistleblowing protections as outlined under the Laws/Regulations of the Country of operations (e.g., Malaysia Whistleblower Protection Act 2010) and the Group’s Whistleblowing Procedures.

Whistleblowers may address their Protected Disclosures through an email, “whistleblower@eversendai.com”, which is directly received by Authorized Persons only, or via social networks like WhatsApp at [00971566606869](tel:00971566606869), or by sending an official letter to the Group Managing Director or the Chairman of the Audit Committee. The contents thereof may be in English or the local language.

Whistleblowers must disclose their identity. Anonymous disclosures will not be entertained as it would not be possible to interview the whistleblower (e.g., where further information may be required to corroborate the allegations).

The Protected Disclosures shall be factual; that is, the Whistleblower has a reasonable belief that the information is true at the time of reporting. It should contain as much detailed information as possible to allow for proper assessment of the allegations of wrongdoing.

The detailed processes covering assessment, reporting, and addressing the allegations of wrongdoing received and to be substantiated/unsubstantiated will be addressed in the Group’s Whistleblowing Procedures. The Group’s Responsible Parties include, but are not limited to, the Group Functions of Human Resource, Internal Audit, and Legal. Reporting includes the Deputy Managing Director, Group Managing Director, the Audit Committee, and the Board of Directors.

This Policy shall be periodically reviewed, appropriately displayed, made available, and communicated to all Parties in the appropriate local language (where applicable).

Eversendai Corporation Berhad

Tan Sri A K Nathan

TAN SRI A K NATHAN
Executive Chairman & Group Managing Director
Effective Date: 03 Jun.2024