



EKOVEST BERHAD
(Company No. 132493-D)
(Incorporated in Malaysia under the Companies Act, 1965)

WHISTLEBLOWING POLICY

I. POLICY STATEMENT

The Whistleblowing Policy (hereinafter referred to as “the Policy”) is to complement the enforcement of the Company’s Core Values, Anti-bribery Policy, Code of Conduct and Corporate Governance in the Group by:

- i. encouraging report of improper conduct and behaviour;
- ii. protecting whistleblower from victimization, harassment, demotion or suspension (hereinafter referred to as “Detrimental Actions); and
- iii. outlining the processes and procedures of reporting and investigating improper conduct and behaviour.

The Policy was drafted in tandem with the provisions of the Whistleblower Protection Act 2010 (“WPA”) and in conformity with the spirit and objectives of other Acts of Parliament mandating disclosure of improper conduct.

II. SCOPE

The Policy is applicable to all Employees of Ekovest Berhad and its subsidiaries (Ekovest Group) as well as directors and shareholders. business partners, associates, consultants, vendors and suppliers (hereinafter referred to as the “Disclosing Party”).

The expressions “the Company”, “EKOVEST” and “we” are used interchangeably to refer to Ekovest Group in general. The word “you” is used to refer to Employees (and where applicable, the Counterparts and Business Partners).

III. DEFINITIONS

“Whistleblowing” means an act to disclose an improper conduct based on his/her reasonable belief that any person has engaged, is engaging or is preparing to engage in improper conduct;

“Whistleblower” means any person who makes a disclosure of improper conduct;



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**“Improper
Conduct”**

means any conduct which if proved shall constitute a disciplinary or a criminal offence. Improper conduct includes, but are not limited to, the following:-

- a. breach or failure to implement or to comply with the Group’s policies;
- b. criminal offences, unlawful acts, fraud, corruption, bribery or blackmail, theft and/ misuse of company’s properties, funds or assets;
- c. intentionally failing or omitting to adhere to legal and regulatory obligations;
- d. abuse of power or authority;
- e. making fraudulent statements to Bursa Malaysia Berhad, Security Commission, and government or state authorities;
- f. any act or omission creating danger to the health and safety of employees, the public or the environment;
- g. Acts to mislead, deceive, manipulate, coerce or fraudulently influence any internal or external accountant or auditor in connection with the preparation, examination, audit or review of any financial statements or records of the Group;
- h. concealing information about any malpractice or misconduct;
- i. ; precarious work practices;
- j. Conflict of interest without disclosure;
- k. Insider trading;
- l. Sexual harassment; and
- m. Money laundering.



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“Confidential Information”	<p>means</p> <ul style="list-style-type: none">a. information about the identity, occupation, residential address, work address or whereabouts of the Disclosing Party(ies) and a person the disclosure is made to;b. information disclosed by the Disclosing Party(ies); andc. information if disclosed may cause detriment to any person.
“Detrimental Action”	<p>means action causing injury, loss or damage, intimidation or harassment, interference with the lawful or livelihood of any person including discrimination, discharge, demotion, termination or adverse treatment, suspension in relation to a person’s employment, career, profession, trade or business and a threat to take any of the above actions.</p>
“Disciplinary Offence”	<p>means any action or omission which constitutes a breach of discipline in a public or private body as provided by law or in code of conduct, code of ethics or a contract of employment.</p>
“Whistleblow Officer”	<p>means the Director(s) and/or Officers who have been designated to receive a report of improper conduct.</p>
“Whistleblower Protection”	<p>means protection conferred to a Disclosing Party under this Policy and under the Whistleblower Protection Act.</p>
“Investigating Officer”	<p>means any personnel who are empowered by the Audit and Risk Management Committee (“ARMC”) to carry out investigation on the report made.</p>



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IV. GENERAL DUTY

1. A Disclosing Party may make a disclosure of improper conduct based on his/her reasonable belief that any person has engaged, is engaging or is preparing to engage in improper conduct.
2. A Disclosing Party may also make a disclosure of improper conduct notwithstanding: -
 - i. he/she is not able to identify the person who has perpetuated the improper conduct; or
 - ii. he/she is no longer employed or engaged in the organization but the information was acquired while he/she was an officer of the organization.
3. A Disclosing Party making an official report of improper conduct must furnish, to the extent possible, the ensuing information:-
 - i. sufficient facts or descriptions of the conduct and the perpetrator(s) (to state whether an employee or external party); and
 - ii. identity of witness(es) (if any); and
 - iii. particulars and copies of documentary evidence (if any).
4. In the case of a Disclosing Party making more than one disclosure at one time, the disclosure ought to be made in chronological manner in accordance with the sequence of occurrences.



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V. REPORTING

1. The reporting of any allegations of suspected improper conduct and wrongdoings shall be made in writing by completing the attached form appended to this Policy and emailed to [ekovest @whistleblower.com.my](mailto:ekovest@whistleblower.com.my)
2. By reporting to the Group of any suspected wrong doings, the Disclosing Party is required to affirm that the information disclosed or reported by him/her is not confidential information which have been disclosed or reported to any enforcement agencies under Section 8(1) of WPA.

VI. VERIFICATION PROCESS

1. In the case of disclosure of an improper conduct made by the Disclosing Party to the Whistleblow Officer, the officer concerned shall immediately have the same verified to ascertain whether the matters complained of fall within the ambit of the policy or vice versa.
2. The Whistleblow Officer then shall, within 7 days from the report made, prepare an Assessment Report to the Chairman of the ARMC as the case maybe informing him/her the result of the assessment and to recommend either to close the matter or to investigate further if there is a case of improper conduct perpetuated.
3. The Chairman of the ARMC in the exercise of his/ her duty under this Policy shall have the authority to make a final decision including, but not limited to, any of the following:
 - i. to refuse acceptance of the disclosure(s) either in part or in whole if it falls outside of this Policy;
 - ii. to direct the matter(s) or any part thereof to be dealt with under other internal procedures such as disciplinary process;
 - iii. to recommend appropriate disciplinary actions against any person(s) who has committed improper conduct;



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- iv. to refer the matter(s) disclosed to enforcement agencies; or
- v. to order for an appointment of external party to conduct further investigation on the matters complained of such as auditors or solicitors.

VII. CONDUCT OF INVESTIGATION

1. All complaints received shall be acknowledged within 7 days upon receipt and the ARMC will assess the complaint and consider what action and investigation will be taken based on, *inter alia*, the severity of the misconduct and the credibility of the information received.
2. Investigation of improper conduct under the instruction of the Chairman of the ARMC shall be carried out by the Investigation Officer (hereinafter referred to as the “IO” appointed by the Company).
3. The Chairman of the ARMC may also direct for the appointment of external investigator(s) and/or experts if the matters complained of are complex or complicated in nature requiring the special expertise, skills and specific knowledge of such external investigator(s).
4. IO appointed by the Company must at least be among the Principal Executive Officers (Managers) or if the person(s) impugned with the improper conduct is/are Manager(s), the IO shall be appointed from the rank of Senior Principal Executive Officers.
5. The IO may conduct preliminary interviews with the Disclosing Party and use his/her best endeavours to take statements and collate all information, materials and evidential documents (including a list of witness(es), if any) pertaining to the commission of the improper conduct.
6. The result of the interviews with the Disclosing Party(s) or witness(es) in the course of the interrogation must be recorded and reduced into writing and properly filed.



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7. The files containing the information and records must be marked and treated with full confidentiality and shall only be disclosed to authorised person(s) with the prior consent of the Chairman of the ARMC.
8. The IO shall have access to all records or storage facilities of the Company with the authority to obtain and make copies of all or any portion of the contents of the documents, files, books including statutory forms or registers for the purpose of facilitating a seamless investigation of improper conduct.

VIII. INVESTIGATION REPORT

1. Having completed the investigation, the IO shall submit an Investigation Report (hereinafter referred to as "IR") containing the findings of the investigation to the Chairman of the ARMC.
2. The IR shall contain the following:
 - a. the nature of the alleged improper conduct;
 - b. the detailed factual matrix of the commission of improper conduct with appended interview transcript of the Disclosing Party and witness(es), documentary evidences of any nature gathered by the IO during investigation; and
 - c. findings and recommendations.
3. Whenever and wherever applicable, the IR may recommend actions to the Company to be taken to forestall the occurrence of improper conduct in future.
4. The Disclosing Party may be notified of the result of any investigation that has been completed and action taken with regards to the report made within 14 days from the date of completion. However, the decision to notify the Disclosing Party resides with the discretion of the ARMC whether to inform or not the Disclosing Party.



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IX. CONFIDENTIALITY

1. Confidential Information of the Disclosing Party(ies) shall remain and be maintained confidential by the Company except:
 - a. the Disclosing Party(ies) had expressly agreed otherwise and had provided his/her agreement in writing; or
 - b. disclosure is statutorily required/obligated by the laws.
2. A Disclosing Party(ies) or any other person(s) who is/are involved in the investigation of the improper conduct shall not disseminate to third parties information pertaining to the investigation or any part thereof , including the status of the IR and findings, except:-
 - a. to those who have been authorised under this Policy;
 - b. by lodging a report of improper conduct directly to the Enforcement Agencies delineated under the Whistleblower Protection Act or any other prevailing laws;
 - c. on a strictly confidential and private terms to engage advocates and solicitors or professional bodies for the purpose of professional advice.

X. PROTECTION AGAINST DETRIMENTAL ACTION

1. Disclosing Party(ies) shall be protected and no action shall be taken against the Disclosing Party(ies) or any person related to or associated with the Disclosing Party(ies) in reprisal for disclosure of improper conduct.
2. A person is deemed to take detrimental action against a whistleblower or any person related to or associated with the whistleblower if—
 - a. the person takes or threatens to take the detrimental action because—
 - i. a whistleblower has made a disclosure of improper conduct; or
 - ii. the person believes that a whistleblower has made or intends to make a disclosure of improper conduct; or



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- b. the person incites or permits another person to take or threaten to take the detrimental action for any reason under subparagraph (a)(i) or (ii).
- 3. An Employee who has disclosed an act of improper conduct to his/her Employer or to any Enforcement Agencies shall:-
 - a. not have his/her contract of service terminated;
 - b. not have his/her payment that is due and payable withheld; or
 - c. refuse to enter into a subsequent contract,

XI. REVOCATION OF PROTECTION

Whistleblower's protection rendered to a Disclosing Party(ies) shall be revoked if that in the course of investigation it is proven that:

- a. a Disclosing Party himself/herself has participated in the improper conduct;
- b. the Disclosing Party has made a material statement which he/she knew to be false or believe to be false;
- c. the disclosure is deemed frivolous or vexatious; or
- d. the disclosure of improper conduct is made solely or substantially with the motive to evade dismissal or disciplinary action.

XII. RECORD SAFEKEEPING

- 1. Documents and records of each disclosure shall be marked "**CONFIDENTIAL**" and be stored and archived by the Human Resource Department for no more than 7 years, or as required by any law.



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2. Documents and records shall be managed in accordance with the provisos of the Personal Data Protection Act 2010 or other applicable laws.

XIII. Review and Publication

The Board reserves its right to review and update this Policy to ensure its relevance and effectiveness implementation of this Policy in keeping with the changes in legislation and business environment. Revision to the Policy, if any, shall only be made with the Board's approval before it published and notified in the corporate website.



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Whistleblower's/Reporter's Contact Information	
Name:	
Designation:	
Company Name and Department:	
Contact Number	
E-mail Address	
Alleged Person(s)' information	
Name & Designation	
Company Name & Department	
Witness(es) Information <i>(if any)</i>	
Name(s) & Designation(s)	
Department(s)	
Contact Numbers	
E-Mail Address	
Description / Circumstances of Alleged incident (Please use attachment if necessary) Briefly describe the misconduct / improper activity and how you came to know about it. Specify what, who, when, where and how. If there is more than one allegation, number each allegation and use as many pages as necessary. <div style="margin-left: 20px;"><p>a) What is the nature of the misconduct / improper activity?</p><p>b) When did it happen and when did you notice it?</p></div>	



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- c) Where did it happen?
- d) Is there any evidence that you could provide to us? (Note: As a whistleblower, you **SHOULD** **NOT** attempt to obtain evidence for which you do not have a right of access since whistleblowers is **NOT** an investigator.)
- e) Any other comments?

I hereby confirm that the information reported here by me is not confidential information which have been disclosed or reported to any enforcement agencies that would cause breach of Section 8 of the Whistleblower Protection Act 2010.

Signature : _____

Date : _____