



**SASBADI HOLDINGS BERHAD**  
**Registration No. 201201038178 (1022660-T)**  
(Incorporated in Malaysia)

## **WHISTLE-BLOWING POLICY**

### **1. INTRODUCTION**

In line with good corporate governance and business integrity practices, the Board of Directors of Sasbadi Holdings Berhad (“Sasbadi Holdings” or “the Company”) has formalised and adopted this Whistle-Blowing Policy to provide an avenue for the Employees of Sasbadi Holdings and its subsidiaries (“the Group”) and members of the public to raise concerns of any wrongdoing or improper conduct involving the Group and its Directors or Employees.

Whistle-blowing is an act of voluntary disclosure/reporting to the designated person(s) of the Group for further action, of any wrongdoing or improper conduct committed or about to be committed by the Group or a Director or Employee of the Group.

### **2. POLICY**

The Whistle-blower may raise or lodge a report with the designated person(s) of the Group if he/she is aware of any wrongdoing or improper conduct committed or about to be committed by the Group or any Director or Employee of the Group. The wrongdoing or improper conduct may include but not limited to the following:

- Fraud
- Bribery and corruption practices
- Abuse of power
- Criminal breach of trust
- Misuse of confidential information
- Breach of legal or regulatory requirements
- Sexual harassment
- Violations of the Code of Conduct of the Group

The Group expects the Whistle-blower to report in good faith. In this regard, the Whistle-blower is to ensure that the concern or allegation is genuine before making the report. The Group views false and malicious allegations seriously and shall take appropriate action, including legal action, against the Whistle-blower if the allegation is eventually proven to be malicious.

### **3. PROCEDURES**

The Whistle-blower shall first bring any concern officially to his/her immediate superior. Upon receiving the report, the immediate superior shall then raise the matter with the Management, i.e. the Group Managing Director. If the concern involves the immediate superior, the Whistle-blower shall channel the concern directly to the Group Managing Director. The channel of reporting to the Group Managing Director is as follows:

**Name** : Law King Hui  
**Email** : [md@sasbadi.com](mailto:md@sasbadi.com)  
**Telephone** : +603 – 6145 1010  
**Address** : Sasbadi Holdings Berhad  
Lot 12, Jalan Teknologi 3/4  
Taman Sains Selangor 1  
Kota Damansara  
47810 Petaling Jaya  
Selangor Darul Ehsan

In the event that the concern involves any of the Senior Management, the Whistle-blower shall channel the concern directly to the Chairman of the Audit Committee. The channel of reporting to the Chairman of the Audit Committee is as follows:

**Name** : Tang Yuen Kin  
**Email** : yuenkint@hotmail.com  
**Telephone** : +603 – 6145 1188  
**Address** : Sasbadi Holdings Berhad  
Lot 12, Jalan Teknologi 3/4  
Taman Sains Selangor 1  
Kota Damansara  
47810 Petaling Jaya  
Selangor Darul Ehsan

The Group shall not entertain any anonymous whistle-blowing (Note: The Group, however, reserves the right to investigate any anonymous reports). In this regard, the Whistle-blower shall disclose his/her identity, i.e. name, NRIC number and contact details, when making the report. In addition, the Whistle-blower shall also disclose details of the person(s) involved, nature of the allegation, when and where the incident took place as well as supporting evidence, if any.

The Group shall treat the identity of the Whistle-blower and all reports or disclosures as sensitive and confidential and shall only reveal such information if required by law, court or relevant authority or with the consent of the Whistle-blower.

The Group assures the Whistle-blower that he/she shall be protected from any adverse impact on his/her employment or relationship with the Group due to his/her reporting, provided the reporting is done in good faith.

The Group reserves the right to amend this Whistle-Blowing Policy from time to time.