

**CAB CAKARAN CORPORATION BERHAD**

(200201015988) (583661-W)  
(Incorporated in Malaysia)

**WHISTLE-BLOWING POLICY**

CAB Cakaran Corporation Berhad (“the Company”) and its subsidiary and associate companies (“the CAB Group”) are committed to achieving and maintaining high standard of integrity, accountability and ethical behaviour in the conduct of their business and operations.

The Whistle-blowing Policy allows the management to take appropriate preventive and corrective actions inside the Company without the negative effects that come with public disclosure, such as loss of Company image or reputation, financial distress and loss of investor confidence.

In order to achieve the standards set herein, the Company therefore encourages all its employees and stakeholders to disclose any improper conduct in accordance with the procedures as provided for under this policy and to provide protection for employees and stakeholders who report such allegations.

**1. Scope of the Whistle-blowing Policy**

1.1 This Policy is designed to facilitate employees to disclose any improper conduct (misconduct or criminal offence) through internal channel. Such misconduct or criminal offences shall mean, but not limited to the following:-

- (a) Reporting of fraudulent financial information;
- (b) Actual or suspected fraud;
- (c) Misappropriation of monies,
- (d) Misrepresentation;
- (e) Conceal facts or information with intention to mislead;
- (f) Violation of laws and regulations;
- (g) Endangerment of employees or public health and safety;
- (h) Violation of the CAB Group’s policies, taking or giving kickbacks;
- (i) Bribes, privileges, criminal offence and blackmailing.

**2. Reporting in Good Faith**

2.1 CAB Group expects the employees and stakeholders to report genuine concerns about unethical behaviour, malpractices, illegal acts or failure to comply with regulatory requirements without fear of reprisal and to act in good faith and have reasonable grounds when making a report.



- 2.2 Malicious and false allegations reported by employees will be viewed seriously and treated as gross misconduct and if proven may lead to dismissal.
- 2.3 The Company will also take appropriate action against the employees and / or stakeholders concerned including legal action, where appropriate.

### **3. Protection to Whistle-blower**

- 3.1 A whistle-blower will be accorded with protection of confidentiality of identity, to the extent reasonably practicable. In addition, an employee who whistle-blows internally will also be protected against any adverse and detrimental actions for disclosing any improper conduct committed or about to be committed within the CAB Group, to the extent reasonably practicable, provided that the disclosure is made in good faith. Such protection is accorded even if the investigation later reveals that the whistle-blower is mistaken as to the facts and the rules and procedures involved.
- 3.2 The CAB Group views any harassments or retaliations in any form or manner against genuine whistle-blower seriously and will treat such actions as gross misconduct which if proven may lead to dismissal.

### **4.0 Reporting Wrongdoing**

- 4.1 The whistle-blower should promptly report the suspected or instances of wrongdoing to the Group Managing Director. Channels of reporting to the Group Managing Director are as follows:-

Name	Mr. Chuah Hoon Phong
Position	Group Managing Director
Telephone	+604 3982233                      Fax : +604 3980137
Email	cab@cab.com.my
Mailing Address	CAB Cakaran Corporation Berhad Plot 21, Lorong Jelawat 4, Seberang Jaya Industrial Park Seberang Jaya, 13700 Perai, Pulau Pinang  <b><i>Marked Strictly Confidential</i></b>

- 4.2 If there is a need to contact someone other than the Group Managing Director, the whistle-blower may address the report directly to the Chairman of the Audit Committee. The report must be in writing, submit via email or post, to ensure that there is a clear understanding about the issues raised.



Name	Mr. Lim Ghim Chai / Mr. Koh Soon Huat
Position	Chairman of the Audit Committee / Head of Internal Audit
Telephone	+604 3982233 Fax : +604 3980137
Email	<a href="mailto:cabgroupia@cab.com.my">cabgroupia@cab.com.my</a>
Address	CAB Cakaran Corporation Berhad Plot 21, Lorong Jelawat 4, Seberang Jaya Industrial Park Seberang Jaya, 13700 Perai, Pulau Pinang  <b><i>Marked Strictly Confidential</i></b>

4.3 The Group Managing Director or Chairman of the Audit Committee who receives the report must promptly act to investigate and resolve the issue.

4.4 The whistle-blower shall be informed on the outcome of the investigation.

#### **5.0 Whistle-blower Protection Act, 2010**

5.1 In the event that there are discrepancies between this policy and the Whistle-blower Protection Act, 2010, the Act shall prevail.

The Whistle-blowing Policy was reviewed and approved by the Board on 28 December 2020.

