



**POWERWELL HOLDINGS BERHAD**  
Registration No. 200101009151 (544907-X)  
(Incorporated in Malaysia)

## **WHISTLEBLOWING POLICY**

### **1. Policy Statement**

- (a) Powerwell Holdings Berhad (“**Powerwell**” or “the **Company**”) is committed to achieving and maintaining high standards of corporate ethics with regard to behaviour at work.
- (b) All employees and stakeholders (e.g. shareholders, suppliers, customers, etc.) are encouraged to report genuine concerns about unethical behaviour, malpractices, illegal acts or failure to comply with regulatory requirements without fear of reprisal should they act in good faith when reporting such concerns.
- (c) The Company views any harassments or retaliations in any form or manner against genuine whistleblower seriously and will treat such action as gross misconduct, which if proven, may lead to dismissal.
- (d) The policy and procedures are applicable to all companies within the Group (i.e. Powerwell and its subsidiaries).

### **2. Whistleblowing**

- (a) Whistleblowing is a specific means by which an employee or stakeholder can report or disclose through established channels, concerns about unethical behavior, malpractices, suspected fraud, corruption or bribery, abuse of power, misuse of confidential information, illegal acts or failure to comply with regulatory requirements that is taking place/has taken place/may take place in the future.
- (b) Only genuine concerns should be reported under Whistleblowing policy. This report should be made in good faith with a reasonable belief that the information and any allegation in it are substantially true, and the report is not made for personal gain. Malicious and false allegations will be viewed seriously and treated as a gross misconduct and if proven may lead to dismissal.

### **3. Procedures**

- (a) The Whistleblower 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 Managing Director.

If the concern involves the immediate superior, the Whistleblower shall channel the concern directly to the Managing Director. The channel of reporting to the Managing Director is:-

Name : Tham Kien Wai (Jason)  
Email : jason.tham@powerwell.com.my  
Telephone : 03-5521 3333  
Mail : **Mark Strictly Confidential**  
Address : Powerwell Holdings Berhad  
No. 1B, Jalan Anggerik Mokara 31/48  
Seksyen 31, Kota Kemuning  
40460 Shah Alam,  
Selangor Darul Ehsan.  
Attention: Managing Director

- (b) In the case where the concern involves any of the senior management, then the report should be made directly to the Senior Independent Director. The channel of reporting to the Senior Independent Director is:-

Name : Dr. Tou Teck Yong  
Email : tytou.mmu@gmail.com  
Mail : **Mark Strictly Confidential**  
Address : 23, Jalan 4/44, Seksyen 4  
46050 Petaling Jaya  
Selangor Darul Ehsan

#### **4. Action**

- (a) All reports will be investigated promptly. The progress of investigation will be reported to the Audit and Risk Management Committee no later than at the next scheduled meeting.
- (b) The Group shall treat the identity of the Whistleblower and all reports received as sensitive and strictly confidential unless disclosure is required by law, court or relevant authority, or with the consent of the Whistleblower.
- (c) Anonymous reports are not encouraged as any follow-up to ascertain the facts or to obtain further information for investigation purposes would be very difficult. In this regard, the Group is not expected to address any anonymous allegations although it may consider investigating an anonymous allegation after having considered the following:-
- (i) The seriousness of the allegation;
  - (ii) The credibility of the allegation; and
  - (iii) The likelihood of confirming the allegation from credible sources.
- (d) Upon completion of investigation, appropriate course of action will be recommended to the Audit and Risk Management Committee for their deliberation. Decisions taken by the Audit and Risk Management Committee will be implemented immediately.
- (e) Where possible, steps will also be implemented to prevent similar situations from arising in future.
- (f) The Group assures the Whistleblower 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.

#### **5. Further action**

- (a) If for any reason, the person making the report is not satisfied with the way his report had been dealt with, he may escalate his report to the Chairman of Audit and Risk Management Committee directly for further review. The channel of reporting to the Chairman of Audit and Risk Management Committee is:-

Name : Selma Enolil Binti Mustapha Khalil  
Email : selmaemk@gmail.com  
Mail : **Mark Strictly Confidential**  
Address : M-2-9 Plaza Damas  
Sri Hartamas  
50480 Kuala Lumpur  
Attention: Chairman of Audit and Risk Management Committee  
Powerwell Holdings Berhad

- (b) The Chairman of Audit and Risk Management Committee will deliberate the report with the Committee members and decide on the appropriate course of further action.