

## **WHISTLEBLOWING CHANNEL**

### Policy Statement

KPJ Healthcare Berhad has in place a comprehensive Policy of Whistle-Blowing that outlines the Group's commitment to promote the highest standards of governance, ethics and integrity in all aspects of business dealings. The Policy covers, inter-alia, 3 tiers of whistle-blowing reporting line, comprising of the Managing Director, the Chairman of the Risk and Governance Committee and the Chairman of the Board, to facilitate whistle-blowing activities according to different possible circumstances. A dedicated whistleblowing channel at [integrity@kpjhealth.com.my](mailto:integrity@kpjhealth.com.my) is available for reporting.

Thus all employees, stakeholders (i.e. shareholders / suppliers / customers) and any other parties 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. In order to encourage a conducive environment for effective whistle-blowing, the Policy also provides assurances on the preservation of identity, the confidentiality of information and protection of whistle-blowers from possible retaliation.

Parties can report a whistleblowing complaint if they are aware of any wrongdoing or detrimental action committed within KPJ Healthcare Berhad Group, including, but not limited to the following:

- Bribery
- Fraudulent acts
- Misappropriation of company assets
- Sexual harassment
- Criminal breach of trust
- Corruption
- Questionable or improper accounting
- Misuse of confidential information
- Breach of Group Policies and Authorities
- Any action which creates risk (actual or potential) to the health and safety of any individual
- Actions or omission detrimental against the interest of KPJ Healthcare Berhad Group

## **ACTING IN GOOD FAITH**

Only genuine concerns should be reported under Whistle Blowing procedures. 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 gross misconduct that may lead to dismissal or disciplinary action if proven as such.

## WHISTLEBLOWING CHANNELS

Any wrongdoing or improper conduct that is discovered or genuinely suspected shall be reported immediately through the relevant channels and/or e-Whistleblowing via Employee Self Service (ESS), the Human Resource portal.

If for any reason, it is believed that reporting to the above is not possible or appropriate, then the issue should be reported to the President & Managing Director at the following address:

Name : **Ahmad Shahizam Mohd Shariff**

Email : [ahmad@kpjhealth.com.my](mailto:ahmad@kpjhealth.com.my)

Tel : +603 2681 6222

Mail : **Mark Strictly Confidential**

KPJ HEALTHCARE BERHAD  
Level 16, Menara 238  
238, Jalan Tun Razak  
50400, Kuala Lumpur  
Attention: President & Managing Director

In cases where reporting to management is a concern, then the report should be made to the Chairman of Risk and Governance Committee at the following address:

Name : **Mohamed Ridza Mohamed Abdulla**

Email : [ridza@kpjhealth.com.my](mailto:ridza@kpjhealth.com.my)

Tel : +603 2681 6222

Mail : **Mark Strictly Confidential**

KPJ HEALTHCARE BERHAD  
Level 12, Menara KPJ, No 238,  
Jalan Tun Razak,  
50400 Kuala Lumpur  
Attention: Chairman of Risk and Governance Committee

If for any reason, the person making the report is not satisfied with the way his/her report had been dealt with, he/she can escalate the same to the Chairman of KPJ Healthcare Berhad at the following address:

Name : **Ybhg Dato' Yusli bin Mohamed Yusoff**

Email : [yusli.m.yusoff@kpjhealth.com.my](mailto:yusli.m.yusoff@kpjhealth.com.my)

Tel : +603 2681 6222

Mail : **Mark Strictly Confidential**

KPJ HEALTHCARE BERHAD  
Level 12, Menara KPJ, No 238,  
Jalan Tun Razak,

50400 Kuala Lumpur  
Attention: Chairman of KPJ Healthcare Berhad

### **CONFIDENTIALITY**

Whistleblowers may choose to report and remain anonymous. However, if further investigation is required, they are encouraged to disclose their identity when making a report.

The identities of parties reporting a whistleblowing complaint will be kept confidential. Their consent shall be sought should there be a need to disclose their identity for investigation purposed.

KPJ Healthcare Berhad will not disclose his or her identity to any third party without his or her consent except where disclosure is required by law or by the legally binding requirements of any statutory authority or on a strictly confidential basis to a professionally qualified lawyer for the purpose of obtaining legal advice.

### **PROTECTION OF THE WHISTLEBLOWER**

Any employee who discloses wrongdoing or improper conduct in good faith and in compliance with the provisions of this Policy shall be protected against any retaliation.

Any party that retaliates against a genuine whistleblower may be subject to appropriate action, up to and including legal action, where applicable