

WHISTLE-BLOWING POLICY AND PROCEDURES

POLICY STATEMENT

L&G is committed to the highest standard of integrity, openness and accountability in the conduct of its businesses and operations. It aspires to conduct its affairs in an ethical, responsible and transparent manner. In recognising these values, L&G provides avenues for all employees, and members of the public to disclose any improper conduct within the L&G Group of Companies.

OBJECTIVE

The purpose of these Whistle-blowing procedures is to enable an avenue for whistle-blowers to disclose any improper conduct in accordance with the procedures as provided under this policy and to provide protection for employees and members of the public who whistle blow such allegations. These procedures would facilitate the L&G Group to take necessary action to resolve such concerns effectively so as to mitigate any possible loss arising from such questionable issues or actions at the earliest opportunity.

SCOPE OF THE POLICY

Such instances of misconduct or wrong doings to be disclosed by the whistle-blower through the internal channel may comprise of the following:-

- Fraud;
- Corruption;
- Improprieties in matters of financial reporting;
- Unauthorised use of Company's properties;
- Disclosure of confidential information without prior approval;
- Abuse of position;
- Endangerment of an individual's health and safety;
- Any action which intimidate or coerce a Director or Management or employee of the L&G Group; or
- Concealment of any of the above or combination of the above.

This policy is not to invalidate any form of grievance procedures and/or disciplinary action process and procedures that the L&G Group may have put in place, but merely to provide whistle-blowing procedures relating to the abovementioned.

WHISTLE-BLOWING POLICY AND PROCEDURES (CONT'D)

REPORTING PROCEDURES

Any concerns relating to misconduct, questionable issues or improper actions should be emailed to whistleblower@land-general.com by providing the following information:-

- Nature of misconduct, questionable issues or improper actions
- Name of person/persons involved
- Date, time and location
- The details of events taken place
- Other witness, if any
- Documentation or evidence available

Alternatively, such concerns which shall be classified as “Strictly Private and Confidential” may be directed in writing to the Senior Independent Director at the contact details stated below.

YBhg Dato’ Ir Dr A Bakar Jaafar
The Senior Independent Director
c/o Land & General Berhad
8trium, Level 21 Menara 1
Jalan Cempaka SD12/5
Bandar Sri Damansara
52200 Kuala Lumpur
Email: a.bakar.jaafar@land-general.com

CONFIDENTIALITY AND WHISTLE-BLOWER PROTECTION

A whistle-blower will be accorded with protection of confidentiality of identity, to the extent of reasonably practicable. In addition, an employee who whistle-blows internally will also be protected against any adverse and detrimental actions against him/her, provided such disclosure is made in good faith and without malice. The information provided shall be kept strictly confidential and the L&G Group will not tolerate any harassment or victimization and will take appropriate action to protect the whistle-blower when he/she raises the concern in good faith. The L&G Group will not penalise any employee who raises such genuine concerns even though his/her concern was found mistaken after due enquiry.

NOTIFICATION

Upon the completion of the whistle-blowing process and procedures, the whistle-blower will be accorded the privilege to be notified on the outcome of the investigation on the disclosure.