

WHISTLE BLOWING POLICY

Policy Statement

Tiong Nam Logistics Holdings Berhad (“TNLHB”) is committed to conducting its business and working with all stakeholders including employees, suppliers, customers, and shareholders in a manner that is lawful and ethically responsible. Therefore, Whistle Blowing Policy has been issued to enable all stakeholders to make fair and prompt disclosure of circumstances where it is genuinely believed that the Company’s business is being carried out in an inappropriate manner or in violation of applicable laws, Company’s policies, procedures and ethical values.

Scope of the Policy

This Policy covers any action which results, or is likely to result, in any misconduct or criminal offences which goes against Company’s values. Such misconduct or criminal offences including the following:

- i. Fraud;
- ii. Theft;
- iii. Bribery;
- iv. Abuse of Power;
- v. Criminal Offence;
- vi. Conflict of Interest;
- vii. Misuse of Company’s Property;
- viii. Non-Compliance with Procedure;
- ix. Breach of Code of Conduct and Business Ethics

Method of filing Whistle Blowing Complaint

Various modes of Whistle Blowing complaint filing are being introduced under the Policy, which includes direct email to whistleblower@tiongnam.com.my. The contact person of the whistle blowing committees are as the follow:

1. Dato’ Fu Ah Kiao @ Oh (Fu) Soon Guan (Chairman);
2. Ling Cheng Fah @ Ling Cheng Ming (Independent Non-Executive Director);

Confidentiality and Protection Mechanism

The Policy assures that all complaints will be handled in complete confidence, and that the identity of the complainant will not be revealed to Management. In the unlikely event that the identity of Whistle Blower is revealed to any person in the Company, it will be ensured that the complainant is not subjected to any form of detrimental treatment.

Success of the Policy and its implementation

All stakeholders are responsible for the success of this Policy and should ensure that they use it to disclose suspected danger or wrongdoing. If a stakeholder has any question about the content or application of this Policy, he or she may contact the Internal Audit Department for obtaining necessary clarification.