



IEV GROUP SDN BHD
(Company Registration 671331-M)

WHISTLEBLOWING POLICY

Policy Statement

IEV Group Sdn Bhd and its affiliates are committed to observing high standards of compliance with accounting, financial reporting, internal controls, corporate governance and auditing requirements and under legislation.

This policy applies to directors, officers and employees of IEV Group Sdn Bhd (“IEV”) its subsidiaries and associated companies which IEV has control (together with the Company, the “Group”).

In line with this commitment, the Whistleblowing Policy (“Policy”) aims to foster open communication and provide an avenue for all employees and stakeholders to raise genuine concerns about possible improprieties in matters of unethical behaviour, malpractices, illegal acts or failure to comply with regulatory requirements without fear of reprisals at the earliest opportunity, and in an appropriate way.

The policy is designed to:

- Promote standards of good corporate practices that support the company’s ethics, conduct and values;
- Ensure arrangements are in place to facilitate independent investigation of the reported concern and appropriate follow up actions will be taken;
- Ensure concerns can be raised without fear of reprisals or victimisation for whistleblowing; and
- Provide a transparent and confidential process for dealing with genuine concerns.

Whistleblowing Policy

The Policy is intended to cover concerns over possible wrongdoing or malpractice within the Group, including: -

- (a) Impropriety or corruption, acts of fraud or dishonest acts;
- (b) Theft or misappropriation of the Groups funds, properties, assets or resources;
- (c) Accepting or giving bribes;
- (d) Concerns about the companies accounting, internal controls or auditing matters;
- (e) Profiteering as a result of insider knowledge;
- (f) Unlawful activities or activities not in line with the Groups code of business conduct;



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The above list is not exhaustive but only intended to give an indication as to what type of conduct might be considered as wrongdoing or malpractice in accordance to the Malaysian Anti-Corruption Commission (MACC) Act 2009. If the whistleblower is in any doubt, they should speak to their immediate superior or follow the Policy reporting procedure.

The Policy is intended for genuine concerns to be reported. If a report is made in good faith and raises a genuine concern, the whistleblower will not suffer from retribution or harassment. However, allegations which are found to be false, frivolous, mischievous or malicious will be viewed seriously and may result in disciplinary action.

The Group encourages the whistleblower to identify himself/herself when raising a concern and provide contact details if further clarification or information is required. To enable effective evaluation and investigation of a concern, the whistleblower should provide as much details and be as specific as possible, such as parties involved, dates or period of time of incident, description of incident and evidence or any other information to substantiate the concern.

The Group will treat all concerns with strict confidentiality unless they are under a legal obligation to disclose the information provided or where the information has to be provided to obtain professional advice or to the Police or relevant authorities for investigations.

Reporting Procedures

The principles underpinning IEV's whistle blowing reporting procedures are as follows:

- All concerns raised will be treated fairly and properly;
- The company will not tolerate harassment, victimisation, reprisals or adverse employment consequences of anyone raising a genuine concern;
- Any individual making a disclosure is assured of confidentiality unless the individual agrees otherwise;
- The concern shall be reported to the immediate superior. If for any reason this is not believed appropriate or possible the matter should be reported to Head of Human Resources or the President and Group CEO.
- For possible improprieties in matters related to financial reporting, internal controls or auditing, the matter may be reported to Ms Angie Ng, the Deputy Vice President of Finance.



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Action

All whistle blowing reports will be investigated promptly by the person receiving the report with acknowledgement of receipt of the report being acknowledged within seven days.

Reported concerns will be promptly reviewed and if appropriate, shall be investigated and the report will be kept confidential as far as possible.

An initial review will be made to determine whether an investigation is appropriate as some concerns may be resolved without the need for an investigation. Assistance from other departments or resources may be taken if required and progress of an investigation will be reported to the executive committee promptly.

The Group reserves the right to defer any concerns or complaints to appropriate external regulatory authorities. Depending on the nature of the complaint, the subject of the complaint may be informed of the allegations. Employees who fail to cooperate in an investigation, or deliberately provide false information during an investigation, shall be subject to strict disciplinary action up to, and including immediate dismissal.

Once an investigation is completed findings and recommendations will be made to the Executive Committee for their deliberation. If, at the conclusion of an investigation, the Board in consultation with the Executive Committee determines that a violation has occurred or the allegations are substantiated, effective remedial action commensurate with the severity of the offence will be taken.

Modification

The Group may modify this Policy to maintain compliance with applicable laws and regulations or accommodate organisational changes within the Group.

Contact information :

Any concerns should be raised with immediate superior. If for any reason this is not possible, the following channels of reporting are available:

Human Resources & Administration Manager – Liew Sook Yen

Email: sook.yen@iev-group.com

Telephone: +603-79319921

Director of Commercial, Contracts & Marketing – Vicneswary Veeran

Email : vicneswary@iev-group.com

Telephone: +603-79319921



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President & CEO – Christopher Do
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