



## **Whistleblowing**

Leader Energy Group Berhad (“Leader Energy”) encourages openness and transparency in its commitment to maintain a culture with a high standard of ethics, integrity and accountability in fulfilling its responsibilities and compliance with all applicable laws and regulations.

Recognising the above-mentioned values, Leader Energy provides avenue for employees of Leader Energy business associates and members of the public to disclose any improper conduct within Leader Energy.

Whistle-blower can disclose any improper conduct (misconduct or criminal offence) through Leader Energy's established internal channels as below:

[confidential@leaderenergy.com](mailto:confidential@leaderenergy.com); and  
[hia@leaderenergy.com](mailto:hia@leaderenergy.com))

Such misconduct or criminal offence include the following:

- Violations of laws and regulations;
- Falsification of reports or documents;
- Questionable or improper accounting;
- All forms of financial or non-financial malpractices or impropriety such as fraud, corruption, bribery or misappropriation of assets;
- Criminal breach of trust;
- Money laundering;
- Acts or omissions which are deemed to be against the interest of the Group;
- Harassment and abuse and misrepresentation of power and authority;
- Breaches of Leader Energy group policies;
- Giving false or misleading information (including suppression of any material facts or information); and
- The deliberate concealment of any of the above matter or other acts of wrongdoing.

The above list is not exhaustive and includes any criminal offence under relevant legislations in force.

## **Protection to Whistleblower**

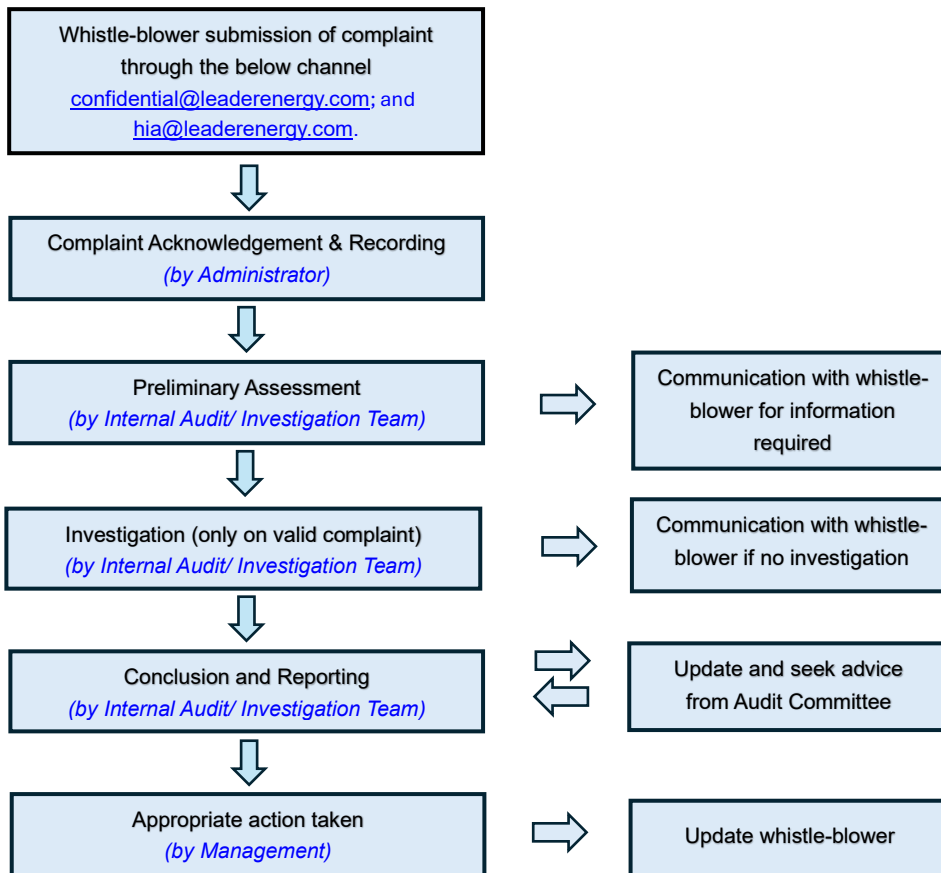
A whistleblower will be treated with dignity and respect, and no one will be subject to any retaliation or threats. He will be accorded with protection of confidentiality of identity, to the extent reasonably practicable.

## **Anonymous Whistleblower**

Any employee, business associates or members of the public who wishes to make a report is not obliged to disclose his identity and may remain anonymous.



## Whistleblowing Process



## Pointers for Making an effective Whistleblowing Submission

Please make the complaints via the following email contact:  
[confidential@leaderenergy.com](mailto:confidential@leaderenergy.com) and [hia@leaderenergy.com](mailto:hia@leaderenergy.com).

The whistleblower is recommended to utilise the “Whistleblower Report Form” (**Appendix 1**) as a guide to report the suspected violations. Guidance on information to provide during whistleblowing:

- Name and contact details. If the whistle-blower prefers to stay anonymous, consider using anonymous email address which further inquiries can be done.
- Date(s) of incident(s)
- Description of incident(s)/ details of concerns
- Location
- Person involved
- Estimated value involved



WHISTLEBLOWER REPORT FORM	
Report made by:	
Name :	(Leave blank if you wish to remain anonymous)
Company :	
Telephone No. :	Email address:
1.	When did this happen?
2.	What has happened? (Please provide as much details as possible, use separate documents as attachment if need to)
3.	Where did it happen?
4.	Who has been involved?
5.	Estimated value involved
6.	Who else may have knowledge concerning the above?
7.	Will this happen again and if so when and where?
8.	Please list any documentation or other evidence to support your concern
9.	Are there any other details or information which may help our investigation or otherwise be useful for the Group to know?
For office use:	
Reference:	