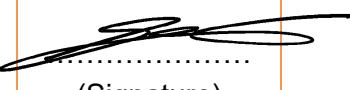


Privacy Notice

Custodian GRC	Document ID LEGB-GPOL-GRC-01	Revision 01	Effective Date 08/12/2025
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Reviewed By Vivien Ng Hui Woon Head, Governance, Risk Management & Compliance	 (Signature)	Reviewed Date 14/10/2025	
Reviewed By Risk Management Committee		Reviewed Date 08/12/2025	
Approved By Board of Directors		Approved Date 08/12/2025	
Signed on behalf of the Board of Directors Dato' Sean H'ng Chun Hsiang Executive Deputy Chairman and GCEO	 (Signature)		

This document is intended solely for the use of the Leader Energy Group of Companies, and it shall be considered as "Uncontrolled Copy" upon downloaded or printed from the Document Library. Sharing, distributing, or reproducing this document, in whole or in part, with any external parties is not permitted without prior approval from the IMS Management Representative.

Privacy Notice

In compliance with the Personal Data Protection Act 2010, as amended by the PDPA Amendment Act 2024 (in force 2025) (“**PDPA**”), Leader Energy Group Berhad (referred hereinafter to as “Leader Energy”, “our”, “us” or “we”) including our subsidiaries, are committed to protecting your privacy in accordance with the PDPA. For the purposes of this Privacy Notice (“**Notice**”), Leader Energy, as a data controller (as defined under the PDPA) of your personal data wish to inform you that we collect, process and disclose certain personal data in our various business processes. Providing relevant personal data helps us serve you better and ensure smooth delivery of. Without this information, we may not be able to process your requests or meet our services commitment.

This Notice describes the type of information we may collect about you, how we collect and process your personal data. Please note that additional privacy notices may apply to personal data collected through other channels or for specific purposes.

If you are under 18 years of age, please do not use or provide any information to us unless consent has been given or authorised by your parent or legal guardian. We do not knowingly collect personal data from individuals under 18 years of age without such consent. If you believe we hold personal data about an individual under 18 years of age, please contact us at the information provided below.

1. Personal Data

1.1 What type of Personal Data Do We Collect?

The following personal data which we may require from you includes but not limited to:

- personal information to establish your identity and background such as your full name, passport or identity card number, date of birth and nationality;
- contact information such as address, email address, phone number and fax number;
- demographic information such as age, gender, income, education, occupation, race, ethnicity, trade union membership and other demographic information;
- sensitive information such as your race or ethnicity, religious beliefs, health information, criminal records, and biometric information. We do not generally collect sensitive information unless it is required due to exceptional circumstances for better meeting and understanding your needs;
- information regarding your family, relatives or other third parties that you provide to us, such as their name, age, date of birth, contact information and relationship with you;
- recording of your image via closed circuit television camera (CCTV) installed at our office or premises.
- recording of your image or collection of your photograph during any of our corporate events or third-parties events;
- recording of calls placed by you to our customer service;
- function or post when you commence a business relationship with us;
- resume or CVs when you apply for a job with us;
- any personally identifiable information which you or your legal representatives provide to us through various channels and/or
- any other related information in relation to your relationship or dealings with us.

If you provide us with any personal data relating to a third party (e.g. information of your spouse, children, parents and/or employees), you represent to us that you have obtained the consent of the

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third party to provide us with their personal data, and in respect of minors (i.e. individuals under 18 years of age which includes children), you confirm that they have nominated you to consent on their behalf.

1.2 What is the source of the personal data we collect?

The following sources which we may obtain personal information about you includes but not limited to:

- information that you or your legal representatives provide to us through various channels;
- information that you provide to us when you commence a business relationship with us, visit any of our premises or attend any of our corporate events or third party events;
- information collected through other sources where you have given your consent for the disclosure of personal data relating to you, and/or where otherwise lawfully permitted;
- information collected by participating in our surveys, feedbacks and questionnaires conducted by us or through our external platform;
- information provided when you interact with us through social media; and/ or
- information collected through our service providers, vendors, or data processors acting on our behalf.

2. Collection and Processing of Your Personal Data

You acknowledge and accept that, in accordance with the applicable law, we may use your personal data for the purposes listed below and other related purposes:

- to verify your identity;
- to communicate important information and updates to you;
- to send you marketing and/ or commercial materials which we may feel is of interest you, unless you have opted out of receiving such communications;
- to allow third parties to contact you for advertising, promotional or marketing campaigns conducted by any third-party entities;
- to administer and communicate with you in relation to our services and/ or events;
- to respond to your queries, complaints, comments or feedback that you have submitted to us;
- to comply with applicable laws and regulations, codes of practice, guidelines, policies, procedures, regulatory requirements and directions issued by the relevant authorities;
- to send you season greetings, special occasion messages or other similar communications;
- to store and carry out data analytics processes;
- to engage in business transactions in respect of services to be offered and provided to you;
- to process and assess applications for employment which include performing background checks, verifying your credentials and qualifications as well as obtaining employment references;
- to conduct research, surveys and trend analysis on subjects, such as product development, statistical, security and testing purposes;
- for internal investigations, auditing and risk management or security purposes;
- for Leader Energy's internal records management; and/or
- for all other purposes incidental and associated with any of the above.

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3. Disclosing Your Personal Data and International Transfers

Your personal data will be kept confidential and only selected personal data may be disclosed to the following parties for the purposes as listed in paragraph 2 above:

- within Leader Energy's organisation only by those persons requiring access;
- related entities or subsidiaries of Leader Energy, including future entities under Leader Energy;
- persons requesting for such information under the law;
- persons to whom we are compelled or required to do so under law or in response to a competent or government agency;
- government bodies, statutory authorities, industry regulators, enforcement agencies authorised by law including but not limited to Bursa Malaysia, Securities Commission, Energy Commission, Malaysian Anti-Corruption Commission, Sustainable Energy Development Authority Malaysia and Ministry of Energy Transition and Water Transformation;
- third party service providers, professionals, consultants, contractors, sub-contractors of Leader Energy, where we deem it necessary or appropriate for disclosure for purposes stated in paragraph 2 above;
- third parties involved in any corporate exercise or transactions relating to Leader Energy (e.g. sale and purchase of assets, re-organisation or amalgamation or collaboration);
- persons under a duty of confidentiality to Leader Energy; and/or
- persons of whom you have given your express or implied consent.

International Transfers. It may be necessary for us to transfer your personal data outside of Malaysia if any of the third parties mentioned above including our service providers or business partners who are involved in providing any services to Leader Energy are in countries outside Malaysia. You consent to us transferring your personal data outside Malaysia to such third parties and for the purposes set out in paragraph 2.

We shall take necessary steps to ensure that any such third parties are contractually bound not to use your personal data for any reason other than to provide the products and/or services they are contracted by us, and to safeguard your personal data.

We will not otherwise use, share, disseminate, publish or disclose your personal data except as may be required in response to contractual obligations, litigation, investigations or other legally required disclosures or to protect our rights, property or safety of you, or others.

4. Data Security

We have implemented reasonable physical, technical and procedural measures to secure your personal data from accidental loss and from unauthorised or accidental access, use, alteration, and disclosure. These measures are regularly reviewed to ensure that they are effective and adequate. All our employees and authorised third parties will be required to comply with these measures and practices.

We also ensure that any third party service providers storing or processing your data implements similar acceptable standards of security.

Our website and our online platform may contain links to third-party websites which are beyond our control, and is not covered under this Notice. We disclaim any legal or other liability with regard to

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any lack of security measures of the third-party websites if you decide to visit these third-party websites. As the transmission of information via the internet is not completely secure, nonetheless, we shall do our best to protect your personal data within our website.

5. Storage and Retention of Personal Data

We will retain your personal data for as long as we have a legal basis to do so. Your personal data will be stored for only the period as necessary to fulfil the purposes stated above or is required by law, in accordance with defined retention schedules and secure disposal practices.

6. Your Rights

You have the right to request access to your personal data. You may also at any time request rectification of the information, to withdraw your consent or limit our processing of the personal data that we had or will collect from you. You have the right to request from us to transfer your personal data to other service providers (if applicable) subject to technical feasibility and compatibility of the data format. You may do so by giving us written notice through electronic means.

You are entitled to limit the processing of personal data by expressly withdrawing the consent given previously, subject to any applicable legal restrictions, contractual conditions and within a reasonable time period.

To the extent provided under applicable law, we may:

- (a) impose an administration fee for processing your request for access or correction to your personal data;
- (b) refuse your request to access and/ or correction to your personal data and provide you with written reasons for such an action.

7. Acknowledgement and consent of this Privacy Notice

By virtue of your disclosure, you acknowledge that you have read this Notice and that you agree and give consent to us to process your personal data in accordance with the terms of this Notice.

You may withdraw your consent at any time, and such withdrawal will not affect the lawfulness of processing carried out prior to the withdrawal if you do not consent to our processing of your personal data. Please notify us immediately should you wish to withdraw your consent by using the contact details provided in paragraph 9 below.

Leader Energy reserves the right to amend this Notice as and when it is deemed necessary to do so. It is highly recommended that from time to time you revisit this Notice in the event there were to be any changes made to this Notice. Your continued disclosure signifies your consent to the revised terms of our Notice.

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8. Conflicts or Inconsistency

In the event of any conflict or inconsistency between the English and Bahasa Melayu versions of this Notice published elsewhere, the English version shall prevail to the extent of such conflict or inconsistency.

9. Contact Information

Should you have any queries about this Notice, please do not hesitate to contact us at inquiries@leaderenergy.com or call us at +603 7610 0800.

Thank you.

This Privacy Notice was last updated on [08/12/2025]