



WHISTLEBLOWING POLICY

1.0 Policy Statement

IOI Properties Group Berhad (“IOIPG”) is committed to achieving and maintaining the highest standard of work ethics in the conduct of business in line with IOIPG Group’s Code of Business Conduct & Ethics and good corporate governance practices.

IOIPG encourages its employees to raise genuine concerns about possible improprieties in matters of financial reporting, compliance, suspected violations of IOIPG Group’s Code of Business Conduct & Ethics and to disclose any improper conduct or other malpractices within IOIPG (i.e. whistleblowing) in an appropriate way.

2.0 Purpose/Objective of Whistleblowing

The objective of this policy is to provide an avenue for all employees of IOIPG and all agents, vendors, contractors, suppliers, consultants and customers of IOIPG and members of the public to raise concerns about any improper conduct within IOIPG without fear of retaliation and to offer protection for such persons (including the employees of IOIPG) who report such allegations.

This policy is designed to provide a transparent and confidential process for dealing with concerns. The employee’s concerns about any improper conduct should be reported to his or her superior. If for any reason the employee finds it difficult to report his or her concerns to a superior, the employee may report the concerns through the whistleblowing channels. This whistleblowing policy provides for the disclosure of information concerning improper conduct within IOIPG through internal channel.

3.0 Scope/Types of Improper Conduct

Improper conduct, unethical behavior, malpractices, illegal acts or criminal offence shall include, but not limited to the following:

1. Fraud; Misappropriation of IOIPG’s funds or assets;
2. Bribery or corruption or blackmail;
3. Criminal breach of trust; Abuse of power and position;
4. Improprieties and irregularities in accounting and financial reporting;
5. Improper or unethical conduct or behaviour within the meaning of IOIPG Group’s Code of Business Conduct & Ethics or other IOI Properties Group’s policies;
6. Misuse of confidential information of IOI Properties Group;
7. Conflict of interest within the meaning of IOI Group’s conflict of interest policy;
8. Theft or embezzlement of IOI Properties Group’s fund or assets;
9. Misuse of IOI Properties Group’s properties;
10. Non-compliance with IOI Properties Group’s procedure or breach of internal control;
11. Failure to comply with any legal obligations and acts or omissions which are deemed to be against the interests of the IOI Properties Group or against any laws, regulations, requirements of statutory bodies or public policies; violation of IOIPG Group’s Code of Business Conduct & Ethics;
12. Danger to health and safety of any employee of IOI Properties Group or any other individual;
13. Damage to the environment;
14. Sexual harassment; and
15. An accomplice to or deliberate concealment of any or a combination of the above matters or other acts of wrongdoing.



4.0 **Protection to Whistleblower**

a) Anonymity

This policy allows the whistleblower to either identify himself/herself, or if the whistleblower wishes, to remain anonymous when reporting suspected improper conduct.

b) Confidentiality

The whistleblower shall be accorded with protection of anonymity or confidentiality of identity, unless otherwise required by law. All reports or disclosures or such other details shall be kept confidential.

c) Assurance against reprisal or retaliation, and immunity from disciplinary action

This policy provides assurance that the whistleblower, if an employee of IOIPG, shall be protected against reprisals or retaliation, and immunity from disciplinary action from the whistleblower's immediate superior or department/division head or any other person exercising power or authority over the whistleblower in his/her employment, provided that:

- only genuine concerns are reported, and the report is made in good faith with a reasonable belief that the information and any allegation in it are substantially true, and the whistleblower does not provide false or misleading information knowingly, negligently or recklessly in the report;
- the disclosure is not made with malicious intent or ill will;
- the disclosure is not frivolous or vexatious; and
- the report is not made for personal gain or agenda.

5.0 **Reward**

A discretionary cash reward will be given to the whistleblower who has provided genuine, credible, valid and complete information made in good faith and without malicious intent or personal agenda.

6.0 **Whistleblowing Channels**

Any employee or member of the public who has knowledge or is aware that any improper conduct has been, is being, or is likely to be committed within IOIPG is encouraged to make disclosure by filling a prescribed Whistleblower Report Form and submit it through any of the following reporting channels:

- a) Email to informant@ioigroup.com or complete an online whistleblowing form on the IOIPG Group website, <https://www.ioiproperties.com.my/corporate-governance>
- b) Fax to + (603) 8948 8233. Whistleblowing Secretariat – Head of Group Internal Audit, Tel: +(603) 8947 8888 (General line)
- c) In person to the respective Head of Business/Operating Unit, or its Head of Human Resource
- d) In writing to one or more of the following persons as appropriate at:
IOI Properties Group Berhad, Level 29, IOI City Tower 2, Lebuhr IRC, IOI Resort City, 62502 Putrajaya, Malaysia.



Position	Name	Email address
Chairman of Audit Committee	Datuk Richard Lee Say Tshin	stlee@ioigroup.com
Head of Group Internal Audit	Jimmy Yee Yoke Seng	jimmy.yee@ioigroup.com
Executive Vice Chairman	Lee Yeow Seng	informant@ioigroup.com
Chief Executive Officer	Dato' Voon Tin Yow	tyvoon@ioigroup.com
Chief Operating Officer (Property Development, Central Region)	Teh Chin Guan	cgteh@ioigroup.com
Chief Operating Officer (Property Development, Southern Region)	Lim Beng Yeang	limby@ioigroup.com

Although verbal communication is acceptable, reports are encouraged to be made in writing, so as to ensure clear understanding and accuracy of the issues raised, prevent loss of or distorted facts and details through recollection solely based on memory and to facilitate the investigation process.

If the procedures on reporting through these channels have been followed and the employee or member of the public still have concerns, or if the employee or member of the public feels the matter is so serious that it cannot be discussed with any of the persons above, they should contact the Senior Independent Non-Executive Director, Tan Sri Dato' Sri Koh Kin Lip, as one to whom concerns may be conveyed, by e-mail to: richard.koh@ioigroup.com.