

**POLICY AND PROCEDURES ON WHISTLEBLOWING**  
**(Pursuant to Paragraph 15.29(2)(b) of Bursa Malaysia Securities Berhad Main Market Listing Requirements)**

**Introduction**

WMG Holdings Bhd (WMG or the Company) and its subsidiaries (WMG Group) aspire to conduct its affairs in an ethical, responsible and transparent manner.

The Company's code of corporate governance requires directors, officers and employees to observe high standards of business and personal ethics in the conduct of their duties and responsibilities.

All employees and representatives of the Company must practice honesty and integrity in fulfilling their responsibilities and comply with all applicable laws and regulations.

**Reporting Responsibility**

It is the responsibility of all directors, officers and employees to comply with the Code and to report violations or suspected violations in accordance with this Whistle blower Policy.

In line with the above, WMG provides avenue for all employees of WMG Group and members of the public to disclose any improper conduct within WMG Group.

This Policy is to provide an avenue for all employees of WMG Group and members of the public to disclose any improper conduct in accordance with the procedures stated in this Policy and to provide protection for employees and members of the public for the disclosure.

**Policy**

This Policy is designed for the disclosure through internal channel by employees and members of the public of any improper conduct which includes the following:

- i) Bribery and/or corruption
- ii) Fraud and/or financial irregularities
- iii) Theft and/or embezzlement
- iv) Abuse of power
- v) Conflict of interest

The above list is not exhaustive and includes any act or omissions that constitutes an act of misconduct or any criminal offence.

This Policy applies to all employees of WMG Group and members of the public where relevant.

## **Procedures**

All disclosures are to be in writing to one or more of WMG's Independent Directors as follows:

<b>Position</b>	<b>Name</b>
Chairman/Senior Independent Non-Executive Director	Datuk Eric Usip Juin
Chairman of Audit and Risk Management Committee	Mr Tan Kung Ming
Chairman of Remuneration Committee	Hajah Shakinur Ain Binti Hj Karama

Any anonymous disclosure will not be entertained. Any employee or member of the public who wishes to report improper conduct is required to disclose his identity to the Company in order for the Company to accord the necessary protection to him.

## **Protection and Retaliation**

A whistle blower will be accorded with protection of confidentiality of identity, to the extent reasonable practicable, provided that the disclosure is made in good faith.

If investigation reveals that the disclosure was made with malicious intent, appropriate action including legal action can be taken against the whistle blower.

No director, officer or employee who in good faith reports a violation of the Code of Corporate Governance shall suffer harassment, retaliation or adverse employment consequence.

Disciplinary action will be taken on any employee who retaliates against someone who has reported a violation in good faith including termination of employment.

This Whistle blower Policy is intended to encourage and enable employees and others to raise serious concerns within the Company prior to seeking resolution outside the Company.

## **Compliance Officer**

The Company's Compliance Officer is responsible for investigating and resolving all reported complaints and allegations concerning violations of the Code of Corporate Governance and applicable laws and regulations. The Company's Compliance Officer is the chairman of the Audit and Risk Management Committee.

## **Handling of Reported Violations**

The Compliance Officer will notify the whistle blower and acknowledge receipt of the reported violation or suspected violation within 14 working days. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

Upon conclusion of the whistleblowing process, the whistle blower will be notified on the outcome of the disclosure.

***WMG reserves the right to amend/update this Policy from time to time.***