



WHISTLE-BLOWING POLICY

Objectives

The Kumpulan Fima Group ("the Group") is committed to achieving the highest standards of integrity from all its employees and vendors. The Group takes a serious view of any wrongdoing on the part of its employees, management, directors, vendors or any other stakeholders who are involved with or in the Group.

This policy establishes the Group's position in encouraging employees or other stakeholders to raise genuine concerns about possible improprieties in matters relating to financial reporting, compliance and other malpractices or misconduct that may have occurred. The Whistle-blowing channels are established to help employees or other stakeholders raise concerns, without fear of reprisals or retaliations.

The Group expects all parties to always act in good faith and have reasonable grounds when reporting a Whistle-blowing complaint. However, malicious and false allegations by a whistle blower will be viewed seriously and treated as a gross misconduct and if proven may lead to dismissal.

The identity of parties reporting a Whistle-blowing complaint will be kept confidential. However, their consent will be sought should there be a need to disclose their identity for investigation purposes.

Any attempt to retaliate, victimize or intimidate against anyone who has reported a Whistle-blowing complaint in good faith will be subjected to the appropriate disciplinary actions.

Types of Wrongdoing

Parties can report a Whistle-blowing complaint if they are aware of any Wrongdoing, including, but not limited to the following:

- Fraud.
- Misappropriation of assets.
- Criminal breach of trust.
- Corruption.
- Sexual harassment.
- Questionable or improper accounting.
- Misuse of confidential information.
- Breach of Group Policies and Authorities.
- Acts or omissions which are deemed to be against the interest of the Group, laws, regulations or public policies.
- Deliberate concealment of information relating to any of the above.

Procedures

1. Any concern should be raised with immediate superior. If for any reason, it is believed that this is not possible or appropriate, then the concern should be reported to the Group Managing Director. Channel of reporting to the Group Managing Director is as follows:

Name : Encik Roslan bin Hamir
Via Email : whistleblowing@fima.com.my
Via Mail : *Mark: Strictly Confidential*
Kumpulan Fima Berhad
Suite 4.1, Level 4, Block C
Plaza Damansara
No. 45, Jalan Medan Setia 1
Bukit Damansara
50490 Kuala Lumpur

Attention: Group Managing Director

2. In the case where reporting to management is a concern, then the report should be made to the Chairman of Audit Committee. Channel of reporting to the Chairman of Audit Committee is as follows:

Name : Encik Azizan bin Mohd Noor
Via Email : ac_chairman@fima.com.my
Via Mail : *Mark: Strictly Confidential*
Kumpulan Fima Berhad
Suite 4.1, Level 4, Block C
Plaza Damansara
No. 45, Jalan Medan Setia 1
Bukit Damansara
50490 Kuala Lumpur

Attention: Chairman of Audit Committee