

## WHISTLEBLOWER POLICY

This policy is to describe and provide an avenue or course of action an employee, customer, supplier or third party, may take to escalate any Wrong Doing including fraud, favor or act to deceive for monetary gains or otherwise to discredit or cheat, committed by the management and/or employees of the Lion Group.

**Wrong Doing** – Examples include, but are not limited to, fraud, including financial fraud and accounting fraud, violation of laws and regulations, violation of the Group's policies, unethical behavior or practices, endangerment to public health or safety and negligence of duty. This policy is to ensure the Lion Group conducts its business with the highest standard of integrity, honesty and compliance to the Group's Code of Business Conduct and Corporate Governance.

### Procedure

Any employee, customer, supplier, or third party may submit reports against an employee or the management, if any reasonably suspected or indeed act of Wrong Doing is being committed.

The whistleblower may register any Wrong Doing committed by the Staff/Management of the Group via the following channels; depending on the seriousness and nature of the act or issue involved; to the Group Chief Internal Auditor (CIA) or Chief Executive Officer (CEO) of the operating company or the Group Chairman's Office.

The whistleblower shall file a report with details of the matters concerned. The report will be treated in the strictest of confidence and no action shall be taken against the whistleblower in accordance with the Company Act 1965 (Sec. 368B) and the Whistleblower Protection Act 2010.

### Submission of Complaints

A complainant may submit his/her concern or complaint in writing to the Group Chief Internal Auditor via telephone call, mail, by facsimile or through email as follows:

Lion Group Head Office  
Level 12, Lion Office Tower  
1, Jalan Nagasari  
50200 Kuala Lumpur  
Malaysia  
Email : [whistleblower@lion.com.my](mailto:whistleblower@lion.com.my)

The person submitting a complaint should include a contact number and/or address in the submission at which he or she may be contacted if the person requests to be contacted or if the Internal Audit Department determines that contact is appropriate.