

Ethics, Compliance and Whistleblowing Policy

ETHICS, COMPLIANCE AND WHISTLEBLOWING POLICY

1. Introduction

Kinergy Advancement Berhad and its Group of Companies (“Kinergy” or “the Group”) and its subsidiaries (collectively referred to as the “Group”) are committed to upholding the highest standards of ethics, integrity, and transparency in all aspects of our business operations. In line with this commitment, Kinergy has established this Ethics and Compliance Whistleblowing Policy (“Policy”) to provide a structured and confidential channel for employees, stakeholders, and external parties to report any genuine concerns relating to unethical behaviour, misconduct, non-compliance with laws and regulations, or violations of the Kinergy policies and code of conduct.

This Policy supports and reinforces Kinergy’s dedication to good corporate governance and responsible business practices, ensuring that any report of wrongdoing is addressed promptly, fairly, and without fear of retaliation. Kinergy is committed to complying with all applicable laws and regulatory requirements, including the Malaysian Anti-Corruption Commission Act 2009, the Malaysian Anti-Corruption Commission (Amendment) Act 2018, the Whistleblower Protection Act 2010, and any amendments or re-enactments that may be issued by the relevant authorities from time to time.

Kinergy encourages an open and transparent environment where concerns can be raised in good faith and assures that all disclosures will be treated with strict confidentiality and investigated appropriately in accordance with internal procedures.

2. Purpose

Kinergy is committed to conducting its business in accordance with the highest ethical, moral, and legal standards. In line with this commitment, and Kinergy’s dedication to open communication, this Policy aims to provide an avenue for employees, third parties, and other stakeholders on an anonymous basis where appropriate to raise concerns or report any known or potential misconduct, or any violation of Kinergy’s policies or applicable laws and regulations, without fear of retaliation or retribution.

The purpose of this Policy is to:

- i. Establish standards and procedures to ensure that all complaints and reports of misconduct are addressed in a timely and thorough manner, and handled with the highest standards of confidentiality, objectivity, and fairness, in compliance with Kinergy’s policies and applicable laws and regulations; and
- ii. Establish procedures to protect employees, third parties, and stakeholders from retaliation for whistleblowing in good faith.

Kinergy will undertake a bribery and corruption risk assessment across its business, where appropriate, to understand the bribery and corruption risks it faces and to ensure that adequate procedures are in place to address those risks.

3. Scope and Application

This Policy applies to all individuals working for Kinergy and all companies within Kinergy, at all levels and grades.

This includes employees, directors, engineers, senior managers, managers, site supervisors, and all individuals working at any level or grade (collectively referred to as the "Employees"), as well as members of the Board, whether full-time, part-time, contract, or temporary. It also applies to any third parties associated with Kinergy.

For the purposes of this Policy, "Associated Third Parties" refers to any individual or organisation with whom an Employee may come into contact during the course of his or her engagement with Kinergy. This may include, but is not limited to, suppliers, contractors, agents, consultants, outsourced personnel, distributors, advisers, government and public bodies, including their advisers, representatives, and officials.

4. Definitions

For the purposes of this Policy, the terms listed below represent their respective definitions and exclude food and beverages, flowers, and contributions or sponsorships for Kinergy's official events:

- "Benefits" : Any form of advantage or profit gained by the Board, the Employees, or Associated Third Parties.
- "Bribery" : Offering, promising, giving, accepting, or soliciting an undue advantage of any value (whether financial or non-financial), directly or indirectly, in violation of applicable law, as an inducement or reward for a person to act, or refrain from acting, in relation to their duties, actions, or decisions.
- "Corruption" : The provision or receipt of a monetary or non-monetary bribe or reward of significant value in connection with the performance of duties by the Board, Employees, or Associated Third Parties. This includes the misuse of public office or authority for private gain, or the misuse of private power in relation to business activities outside the scope of government.
- "Entertainment" :
 - a. The provision of recreation; or
 - b. The provision of accommodation or travel in connection with, or for the purpose of facilitating, entertainment of the kind mentioned in item (a) above, with or without consideration paid, whether in cash or in kind, in promoting or in connection with trade, business activities, or transactions.
- "Facilitation Payments" : Small sums or bribes, or any unofficial payments made to secure or expedite the performance of a routine action by the Board, Employees, or Associated Third Parties.
- "Kickbacks" : Any form of payment intended as compensation for favourable treatment or other improper services. This includes the return of a sum already paid or due, as a reward for awarding or furthering business.

“Gifts” or “Present” : Any form of monetary or non-monetary item, such as goods, services, cash or cash equivalents, fees, rewards, facilities, or benefits, given to or received by the Board, Employees, or Associated Third Parties, their spouses, or any other person on their behalf, without any, or with insufficient, consideration known to the Board, Employees, or Associated Third Parties.

5. Our Principles

i. Reportable Conduct;

Any director, officer employee, consultant, agent, contractor, supplier, tenderer, or any other person who has business dealings with Kinergy and who, in the view of the whistleblower acting in good faith, is:

- a. Against the law or represents a failure to by Kinergy to comply with any legal or regulatory obligations;
- b. Unethical or constitutes a breach of Kinergy’s Code of Conduct or the policies;
- c. Dishonest, fraudulent, or corrupt;
- d. Involves coercion, harassment, victimisation, or discrimination;
- e. Is misleading or deceptive, including questionable accounting, financial reporting, or auditing practices, whether by or affecting Kinergy;
- f. Is potentially damaging to Kinergy, its employees, or business associates, including unsafe work practices, environmental harm, health risks, or the waste of Kinergy’s resources;
- g. Is likely to cause financial loss to Kinergy, damage its reputation, or otherwise be detrimental to Kinergy;
- h. Involves any other form of serious impropriety; or
- i. Involves the deliberate concealment of any of the above.

ii. Reporting Conduct;

All Kinergy employees and third-party business associates are required to promptly report any Reportable Conduct in good faith. Failure to do so may result in disciplinary action, up to and including termination of employment, or termination of the business relationship in the case of third parties.

- i. Disclosure of information should, in the first instance, be made promptly by the whistleblower to the Whistleblowing Committee through the designated reporting channels
- ii. Kinergy has established four (4) reporting channels:

a. Open-Door Discussion

- Employees are encouraged to raise any concerns directly with their immediate managers. However, if an employee has reason to believe that his or her manager is involved or has a conflict of interest, the concerns should be escalated to the next level of management, the Human Resources (“HR”) Department, Legal Department, or Anti-Bribery Compliance Function Department, where applicable.

- Third parties may report their concerns to the relevant business managers within Kinergy or approach the Human Resources ("HR") Department, Legal Department, or Anti-Bribery Compliance Function directly. The manager, HR personnel, legal officer, or Anti-Bribery Compliance Officer who receives the report must document it using an open-door intake report and submit it to the Whistleblowing Committee, which maintains a centralised incident management database.

b. Email or Whistleblowing e-Form

- Employees and third parties may report issues anonymously via Kinergy's public email address at whistleblowing@kinergyadvancement.com or by completing the e-Whistleblowing Form ([click here to access to the e-form](#))

c. Ethics Helpline

- Employees and third parties may also report issues anonymously via Kinergy's Ethics Helpline by dialling the following number: **+603-2709 2380**

d. Post

- Employees and third parties may also report issues anonymously by sending a letter marked **"Private & Confidential"** by post, addressed to the individuals mentioned above. The mailing address is as follows:

**KINERGY ADVANCEMENT BERHAD
28-01, Level 28, Menara Vista Petaling,
137 Jalan Puchong, 58200
Kuala Lumpur, Malaysia.**

- The aforementioned centralised incident management database will record and track all types of reports, including open-door discussions, email submissions, and Ethics Helpline intakes, and will generate real-time reports for the Whistleblowing Committee's review.
- The Whistleblowing Committee shall review any reports on a monthly basis and maintain proper records of all actions taken in respect of each report. The Anti-Bribery Compliance Function shall submit tracking reports, together with related review or investigation findings, where applicable, to the Board of Directors ("BOD") or the Audit Committee when necessary.
- No employee or third party who suspects Reportable Conduct, and no personnel to whom such conduct is reported, should attempt to personally conduct investigations, interviews, or interrogations relating to the Reportable Conduct.

6. Whistleblowing Handling Procedure

- The Whistleblowing Committee shall evaluate the nature and severity of the reported conduct and determine the appropriate actions to be taken. This may include, but is not limited to, analysing the allegation and supporting evidence, determining the investigation approach and steps, conducting investigations, preparing investigation reports, and proposing remedial measures.
- Where the reported conduct implicates Kinergy's Executives (anyone holding the title of Director, Manager/Head of Department, or above, such as Managing Director, Chief Financial Officer, or Executive Director), Anti-Bribery Management System committee shall escalate the matter to the Audit Committee or the Whistleblowing Committee, as applicable, and determine the appropriate actions in consultation with them.

- iii. Where the reported conduct implicates an Anti-Bribery Management System Committee member, that member shall be recused from consideration of the report. A temporary substitute Committee member shall be appointed by the Audit Committee or Whistleblowing Committee to assist in processing the report. The implicated Committee member may be reinstated once the investigation is concluded, if deemed appropriate by Kinergy's BOD, Whistleblowing Committee, or Audit Committee.
- iv. In determining the appropriate actions, Anti-Bribery Management System Committee shall consider all relevant factors under the circumstances. Any investigative activity required shall be conducted in a legitimate, confidential, fair, and objective manner, regardless of the alleged wrongdoer's position, length of service, or relationship with Kinergy.
- v. Where the reported conduct implicates an investigator assigned to the case, Anti-Bribery Management System committee shall appoint an independent investigator or investigation team to take over the matter concerned.

7. Roles of Investigations

- i. Anti-Bribery Management System Committee has primary responsibility for undertaking the reviews and investigations outlined in Section 6, and has full discretion to:
 - a. Appoint an investigation team, whether internal or external, to assist with the review or investigation;
 - b. Engage external auditors, legal counsel, or other professionals to assist with the review or investigation in any capacity; and
 - c. Take such other measures as may be appropriate to facilitate the review or investigation
- ii. In discharging its responsibilities, Anti-Bribery Management System Committee shall have, to the extent permitted by Kinergy's policies, and applicable laws and regulations:
 - a. The authority to make enquiries with employees and third parties, and to have unrestricted access to all relevant documents and information;
 - b. Free and unrestricted access to all Kinergy's records and premises, whether owned or leased; and
 - c. The authority to examine, copy and/or remove, to the extent permitted by applicable laws and regulations, all or any part of the contents of systems, computers, servers, drives, data, mobile devices, files, desks, cabinets and other storage facilities, or any other data or information within Kinergy's custody or control, and, where necessary, without the prior knowledge or consent of any individual who may use, have access to or have custody of such items or facilities, when they are considered reasonably within the scope of the relevant review or investigation.
- iii. Decisions to initiate legal proceedings or to refer the examination or investigation results to the appropriate law enforcement and/or regulatory authorities for independent investigation shall be made by Whistleblowing Committee in conjunction with Kinergy's BOD, legal counsel and senior management. Final decisions regarding employee disciplinary action and the remediation of any identified issues shall likewise be determined collaboratively.

8. Confidentiality

- i. All information relating to the whistleblower, witnesses, and information providers, as well as the reported conduct and any subsequent investigations, shall be treated as strictly confidential to the extent permitted by applicable laws and regulations.

- ii. Information relating to the identity of the whistleblowers reported conduct, and the investigation process or outcomes must not be disclosed or discussed with anyone other than those who have a legitimate need to know, or unless required by applicable laws or regulations. This is essential to protect the whistleblower preserve the integrity of the investigation, safeguard the reputations of individuals suspected but subsequently found innocent of any wrongdoing, and to protect Kinergy from potential civil or criminal liability.

9. Anti-Retaliation

- i. Kinergy values honesty, integrity, and the efforts made by its employees and third-party business associates to protect Kinergy and its reputation. Kinergy does not tolerate any form of retaliation by management or any other person or entity, whether directly or indirectly, against anyone who, in good faith, reports an ethics or compliance concern, known or potential misconduct, or assists in a review or investigation thereof. Retaliation includes, but is not limited to, harassment, intimidation, coercion, an unfavourable change in working hours or schedule, demotion, transfer, suspension, or termination of any individual raising a complaint or allegation.
- ii. Anti-Bribery Management System Committee will not make any attempt, nor tolerate any attempt by any other person, except those with a legitimate need to know, to ascertain the identity of any individual who makes a good-faith complaint anonymously.
- iii. Anti-Bribery Management System Committee shall investigate any allegations of retaliation in accordance with Section 6.
- iv. Acts of retaliation, including attempts to ascertain the identity of a whistleblower, witnesses, or information carriers, may result in disciplinary action, up to and including termination of employment or business relationships in the case of third parties.

10. Records

Anti-Bribery Management System Committee shall retain all records relating to any whistleblowing reports or complaints, including their investigations, for a period of at least seven (7) years.

11. Review

This Policy is subject to periodic review and refinement to ensure ongoing relevance, effectiveness and alignment with emerging regulatory requirements, industry best practices and stakeholder expectations. This Policy was approved by the Management of Kinergy on 24th November 2025.