

WHISTLE-BLOWING POLICY

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1. Introduction

JF Technology Berhad together with all its subsidiaries is committed in maintaining high standard of corporate governance and integrity in the conduct of its business activities. In line with this, the Board of Directors (“Board”) and the Management of the Company, must maintain a workplace that practices good governance in all its operational activities and business dealings. Whistle-blowing is a platform to empower the employees and stakeholders to report any genuine concerns about the wrongdoing that they may have observed within the Group.

2. Objective and Scope

The Policy is designed to uphold the Group’s efforts and commitment in doing business with honesty and integrity, henceforth providing a transparent and confidential process in handling the whistle-blowing reports. The Company expects the highest standards of integrity from all its employees, Management, Directors and stakeholders (i.e. shareholders, customers, suppliers, contractors, consultants). Hence, the Whistle-blowing Policy is structured to facilitate its employees and stakeholders to report instances of misconduct, wrong-doing, corruption, fraud, waste of Company resources or abuse of rules and regulations within the Company without fear of retaliation.

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3. Definitions

Whistleblowing is a disclosure by a person, usually an employee, in an enforcement agency, government agency or private enterprise or even members of the public to those in authority either within the organization or at the discretion of the whistleblower to another enforcement agency, of mismanagement, corruption, illegality, or any other wrongdoing carried out by an individual or group of individuals within the organization. Such an act by the said individual(s) may be punishable by any legislated law of Malaysia. For the purposes of this policy, all such acts shall come to be known as improper conduct (as defined under the Whistleblower Protection Act 2010).

4. Purpose

The Policy serves to encourage the Group employees, vendors or any external party to disclose (whistle blow) any improper conduct (as defined under the WPA 2010) which has come to their knowledge and to provide protection for employees, vendors and external parties who report allegations of improper conduct (as specified under Section 6 of the WPA 2010)

5. Types of Wrongdoing

Some of the examples of reportable concerns which are non-exhaustive are as follows:

- (a) Fraud, bribery, corruption, forgery, cheating or malpractice;
- (b) Involvement in conflict-of-interest situations;
- (c) Misappropriation or unauthorized use of the Group's funds or assets;
- (d) Sexual harassment;
- (e) Sale of proprietary information and/or collusion with competitors;
- (f) Giving false information and/or acts or omissions which may cause loss to the Group;
- (g) Non-compliance with the Company's procedures or breach of internal control;
- (h) Failure to comply with legal or regulatory requirements;
- (i) Any attempt to conceal or suppress information relating to the above or other wrongdoings.

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6. Making a Report or Disclosure

The Group employees, including employees on permanent, contract, temporary, assignment, or secondment basis, including agents and consultants working for the Group;

Whistleblowers are encouraged to make a report via the format attached (**Refer to Appendix A**).

Reports may be submitted through the following channels:

(a) By Post (Strictly Confidential):

Chairman of the Board of Directors

Lot 6, Jalan Teknologi 3/6,
Taman Sains Selangor 1,
Kota Damansara,
47810 Petaling Jaya, Selangor, Malaysia.

(b) By Email:

whistleblower@jftech.com.my

Whistleblower may choose to make an anonymous reporting but the Committee reserves its right to investigate or not to investigate the anonymous disclosure.

- (a) The Group Company Secretary who receives the report will forward the report to the Chairman of the Board of Directors, who will conduct a preliminary assessment on the whistleblower report received. The Group reserves the right to drop the whistleblower case received due to insufficient evidence or other factors.
- (b) The whistleblower shall be notified on the outcome of the investigation, if appropriate.
- (c) All investigations shall be tabled to the Audit Committee during the Audit Committee Meeting and the Audit Committee will subsequently update the Board on reports that require their attention and approval.

7. Protection from retaliation

This Policy assures that whistleblowers will be protected from retaliation, including but not limited to:

- (a) Termination, suspension, or dismissal
- (b) Demotion, denial of promotion, or transfer against their will
- (c) Loss of benefits, salary reduction, or denial of training opportunities
- (d) Harassment, intimidation, discrimination, or blacklisting

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(e) Any other form of unfair treatment

The Company further provides assurance that no employee or stakeholder will be subjected to threats, intimidation, disciplinary action, or any direct or indirect use of authority intended to obstruct them from making or continuing a disclosure in good faith.

The identity of the whistleblower shall remain strictly confidential and will not be disclosed to anyone inside or outside the organization, except when required by law, court order, or legal proceedings.

8. Acting in Good Faith

Only genuine concerns should be reported under Whistle-blowing procedures. This report should be made in good faith with a reasonable belief that the information and any allegations are substantially true, and the report is not made for personal gain. Malicious and false allegations will be viewed seriously and if proven may lead to appropriate disciplinary action, up to and including legal action, where appropriate.

9. Confidentiality

All reports submitted will be treated in confidence and reports will be to maintain strict confidentiality of the employees, directors or any stakeholders' identity consistent with the needs to conduct an adequate investigation. The information obtained and will only be revealed on a "need to know" basis or if required by law, court or authority.

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10. EMPLOYEE ACKNOWLEDGMENT

I hereby acknowledge receipt of JF Technology Bhd and all its subsidiaries collectively referred to as the “Company”) Whistleblowing Policy and have read its contents.

It is my understanding that the Whistleblowing Policy contains guidelines, policies and best practices of the company covering some of our most important individual responsibilities and obligations as we go about our work and I confirm that I will abide by the Policy.

Signature : _____

Full Name : _____

Date : _____

The signed original copy of this acknowledgement form shall be kept inside each employee personal file.

This Policy is the property of the Company and shall be shared via all company electronic media and hard copy will be place at all notice board and General Office for any employee to refer to.

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11. APPENDIX A

DISCLOSURE OF IMPROPER CONDUCT

To:

Chairman of the Board of Directors

Lot 6, Jalan Teknologi 3/6, Taman Sains Selangor 1, Kota Damansara,
47810 Petaling Jaya, Selangor, Malaysia.

PERSONAL DETAILS OF WHISTLEBLOWER:

Name			
Position			
NRIC			
E-mail address			
Mobile Number			
What is the nature of this incident or issue you would like to highlight? E.g Monetary, harassment, Safety etc	Monetary		
	Harassment		
	Fraud, Bribery, Corruption etc		
	Others (Pls specify)		
What is this alleged Incident or Issue about (Briefly describe the Incident or Issue)			
Where did this alleged incident or issue occur?			
When did this alleged incident or issue occur?			

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Why do you think this alleged incident or issue occurred?		
How did this alleged incident or issue occur?		
Please identify the person(s) engaged in the unethical or illegal Incident/behavior:	Name:	Position:
If money is involved, can you estimate the amount of money involved?	Yes/No. If yes, please note the estimated amount:	
How did you become aware of this incident?		
Do you suspect others are involved?	Yes / No	
Do you suspect management is involved?	Yes / No	
Have you notified a supervisor or management?	Yes / No	
Can you identify other witnesses?	Yes / No	
Name: Position: Mobile number:		
Have you discussed this alleged incident with anyone?	Yes / No	

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Name:
Position:
Mobile number:

Please attach any other Information / Substantiating Evidence (e.g. document, photograph etc.)

Declaration



I hereby declare that all the information furnished herein are made voluntarily and are true to the best of my knowledge and free from any malicious intent.

I acknowledge that JF TECHNOLOGY BHD & its subsidiaries reserve the rights to use the information and material provided strictly for the purpose of acting on this disclosure.