



WHISTLEBLOWING POLICY

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NUR
power

N.U.R POWER SDN. BHD. [Registration No.: 200801006376 (807660-K)]	Effective Date: August 2025
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1. POLICY STATEMENT

N.U.R POWER SDN. BHD. (“NUR” or the “Company”) and its subsidiaries (collectively referred to as the “Group”) is committed to maintain highest standard of integrity, openness and accountability in the conduct of its businesses and operations.

In line with this, the Company has adopted whistleblowing policy to provide an avenue for the employees and stakeholders to raise genuine concerns of any wrongdoing that they may have observed within the Group.

2. OBJECTIVE

The objective of this policy to provide a channel for all employees and stakeholders to disclose any improper conduct in accordance with the procedures as provided for under this policy. It also protects a whistleblower from reprisal as a direct consequence of making a complaint and to safeguard the whistleblower’s confidentiality. This will strengthen the accountability and transparency of the business affairs of the Company.

3. SCOPE

This policy applies to:

- a) all the employees in the Group; and
- b) all external parties which includes suppliers, vendors, contractors and other stakeholders who may have business relation with the Group.

Parties can make a whistleblowing complaint if they are aware of any misconduct or wrongdoing, including but not limited to:-

- i) Fraud and misappropriation of funds or assets;
- ii) Misconduct such as bribery, corruption and forgery;
- iii) Breach of the Company’s code of conduct;
- iv) Involvement in conflict of interest situation;
- v) Abuse of power or position;
- vi) Theft or embezzlement of funds or assets;
- vii) Failure to comply with any legal obligations or breach of internal control;
- viii) Discrimination on the basis of gender, race and sexual harassment;
- ix) Any other detrimental wrongdoing which nature of the wrongdoing is jeopardising the reputation of the Group.

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4. WHISTLEBLOWING CHANNELS

A whistleblower who have knowledge or is aware that any improper conduct has been, is being or is likely to be committed within the Group is encouraged to report directly to the Managing Director (MD) via email, addressed to whistleblower@nur.com.my enclosing the details in the Whistleblower Reporting Form attached to this Policy as Appendix A or alternatively to write in and mail to:

N.U.R Power Sdn Bhd
Unit D-23-0, Jalan BK 5A/2B,
Bandar Kinrara,
47180 Puchong,
Selangor Darul Ehsan.

Attention to: The Managing Director

(Mark the envelope: **“Strictly Confidential to be opened by Addressee only”** enclosing the Whistleblower Reporting Form)

The whistleblower should disclose the following information:-

- i) Name of the whistleblower
- ii) Contact details
- iii) Details of the person(s) involved (wrongdoer)
- iv) Description of the allegations including the time and venue of the incident took place
- v) Provide evidence, if any together with the report.

5. ACTION

- a. In general, all complaints received by MD will be analysed and a meeting will be convened with the Whistleblowing Committee (WBC), comprising the following members:

1. Managing Director
2. Executive Director
3. Head of People & Transformation division

If any of the WBC members is suspected being involved in the improper conduct, he/she will automatically abstain from attending the meeting.

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- b. If the information is credible and the complaint has to be further investigated, an investigating officer will be appointed to proceed with the investigation. The complaint should be fully investigated by the investigating officer with the assistance where appropriate, of other individuals.
- c. A proposed judgement concerning the complaint and validity of it will be made by the investigating officer. This proposed judgement will be detailed in a written report containing the findings of the investigations and reasons for the judgement. The report will be passed to the WBC or Chairman as appropriate.
- d. WBC or otherwise Chairman will decide what action to take.
- e. In cases where the findings disclose a possible criminal offence, the Company may seek consultation with external legal advisors, decide if the matter should be referred to the relevant authorities.

6. PROTECTION TO WHISTLEBLOWER

A whistleblower will be accorded with protection of confidentiality of identity, to the extent reasonably practicable. All reports made and the identity of the informer will be treated with the strictest confidence. Such protection is accorded even if the investigation later reveals that the whistleblower is mistaken as the facts and/or the rules and procedures involved.

A whistleblower will not be subject to any civil action or criminal liability and no administrative proceedings can be taken against the whistleblower for making disclosure of improper conduct.

7. ANONYMOUS WHISTLEBLOWER

Any anonymous disclosure will not be entertained. Any employee or member of the public who wished to report improper conduct is required to disclose his/her identity to NUR in order for the Company to accord the necessary protection to him/her. However, the Company reserves its right to investigate any anonymous disclosure.

WHISTLEBLOWER REPORTING FORM

Please provide the following details for any suspected serious misconduct or any breach of law or regulation that may adversely impact the Company. Please note that you may be called upon to assist in the investigation, if required.

WHISTLEBLOWER'S CONTACT INFORMATION

NAME:

CONTACT NUMBER:

EMAIL :

SUSPECT INFORMATION

NAME:

DEPARTMENT:

CONTACT NUMBER:

EMAIL:

WITNESS INFORMATION (IF ANY)

NAME:

DEPARTMENT:

CONTACT NUMBER:

EMAIL:

DETAILS OF CONCERNS

DATE/TIME:

LOCATION:

DESCRIPTION OF CONCERN:

(Briefly describe the Misconduct and how you know about it, specify what, who, when, where and how)

SUPPORTING EVIDENCE (IF ANY):

SIGNATURE:

DATE :