



WASCO BERHAD
(FORMERLY KNOWN AS
WAH SEONG CORPORATION BERHAD)

[Registration No. 199901020946 (495846-A)]
(Incorporated in Malaysia)

**WHISTLE BLOWING
POLICY**

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Whistle Blowing Policy

WHISTLE BLOWING POLICY AND PROCEDURES

1. Policy Statement

- a. Wasco Berhad (formerly known as Wah Seong Corporation Berhad) (“**WASCO**”) is committed to achieving and maintaining high standards with regards to behaviour at work as set out in WASCO’s “Principles of Business”.
- b. In order to achieve the standards set in the WASCO’s Principles of Business, all employees and stakeholders (i.e. shareholders / suppliers / customers) are encouraged to report genuine concerns about unethical behaviour, malpractices, illegal acts or failure to comply with regulatory requirements without fear of reprisal should they act in good faith when reporting such concerns.
- c. WASCO views any harassments or retaliations in any form or manner against genuine whistle blower seriously and will treat such action as gross misconduct, which if proven, may lead to dismissal.
- d. The policy and procedures is applicable to all companies within WASCO Group.
- e. The policy should be read in conjunction with the Anti-Bribery and Corruption Policy which is available on the Company’s website at www.wascoenergy.com.

2. Whistle Blowing

- a. Whistle Blowing is a specific means by which a worker or stakeholder can report or disclose through established channels, concerns about unethical behaviour, malpractices, illegal acts or failure to comply with regulatory requirements that is taking place / has taken place / may take place in the future.
- b. 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 allegation in it are substantially true, and the report is not made for personal gain. Malicious and false allegations will be viewed seriously and treated as a gross misconduct and if proven may lead to dismissal.

3. Procedures

- a. 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 Group Chief Executive Officer (“**Group CEO**”). Channel of reporting to Group CEO are:

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Name : Gian Carlo Maccagno
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Mail : **Mark Strictly Confidential**
Wasco Berhad
(formerly known as Wah Seong Corporation Berhad)
Suite 19.01, Level 19
The Gardens North Tower
Mid Valley City
Lingkaran Syed Putra
59200 Kuala Lumpur
Malaysia.
Attention: Group CEO

- b. 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 are:

Name : Datin Wan Daneena Liza Binti Wan Abdul Rahman
E-mail : daneena.rahman@wascoenergy.com
Telephone : +603 2281 2222
Mail : **Mark Strictly Confidential**
B-35-02, Suasana Sentral Condominium
Jalan Stesen Sentral 5
KL Sentral
50470 Kuala Lumpur
Malaysia.
Attention: Chairman – Audit Committee

4. Action

- a. All reports will be investigated promptly by the person receiving the report. If required, they can obtain assistance from other resources within the Group (e.g. Group Internal Audit, Group Human Resource Department, Group Legal Department etc.). The progress of investigation will be reported to the Audit Committee no later than at the next scheduled meeting.
- b. Reports received anonymously will be treated as confidential.
- c. The person making anonymous report will be advised that maintaining anonymity may hinder an investigation. Irrespective of this, anonymity will be maintained as long as it's permitted by law or the person making the report indicates that he/she no longer wishes to remain anonymous.

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- d. Upon completion of investigation, appropriate course of action will be recommended to the Audit Committee for their deliberation. Decision taken by the Audit Committee will be implemented immediately.
- e. Where possible, steps will also be implemented to prevent similar situation arising.

5. Further action

- a. If for any reason, the person making the report is not satisfied with the way their report had been dealt with, they can escalate their report to the Chairman of Audit Committee. Channel of reporting to the Chairman of Audit Committee are:

Name : Datin Wan Daneena Liza Binti Wan Abdul Rahman

E-mail : daneena.rahman@wascoenergy.com

Telephone : +603 2281 2222

Mail : *Mark **Strictly Confidential***

B-35-02, Suasana Sentral Condominium

Jalan Stesen Sentral 5

KL Sentral

50470 Kuala Lumpur

Malaysia.

Attention : Chairman – Audit Committee

- b. Chairman of Audit Committee will deliberate the report with their Committee members and decide on the appropriate course of action.

6. Review of the Policy

The Board shall review this policy periodically to assess the effectiveness, and in any event, at least once every three (3) years.

This policy is available on the Company's website at www.wascoenergy.com.