

# **MERCURY INDUSTRIES BERHAD**

## **WHISTLE-BLOWING POLICY**

### **INTRODUCTION**

All employees in the Group are encouraged to raise genuine concerns, in good faith, about improprieties in matters of financial reporting, compliance, conflict of interest or other misconduct at the earliest opportunity, and in appropriate ways.

This Policy is designed to:

- Support the Company's values and ethical standards;
- Reinforce the Company's Code of Conduct;
- Enable employees to raise concerns without fear of retaliation; and
- Provide a transparent and confidential process for dealing with concerns.

This Policy not only covers possible inappropriateness in matters of financial reporting, but also the following:

- Fraud;
- Corruption, bribery or blackmail;
- Criminal offences;
- Failure to comply with a legal or regulatory obligation;
- Miscarriage of justice;
- Endangerment of an individual's health and safety; and
- Concealment of any or a combination of the above.

### **PRINCIPLES**

This Policy is guided by the following principles:

- All disclosures will be treated fairly and properly;
- Any individual making the disclosure will retain anonymity unless the individual agrees otherwise or unless otherwise required by law;
- The Company will ensure that any individual raising a concern is aware of the person (name and designation) who is handling the matter; and
- The Company will ensure that the whistle-blower will not suffer from any form of reprisals. However, this assurance will not be extended to any employee who maliciously raises a matter which he/she knows is untrue.

## **COMMUNICATION CHANNEL**

If any employee reasonably believes, in good faith, that misconduct exists in the workplace, the matter should be reported to a senior manager. If, for any reason, the employee is reluctant to report to any senior manager in the Company, the concern may be reported to:

**Chairperson of Audit Committee  
Mercury Industries Berhad  
Unit 3A10, Block G, Phileo Damansara 1,  
No. 9, Jalan 16/11, Off Jalan Damansara,  
46350 Petaling Jaya, Selangor.**

**Email: [whistleblower@mercury.com.my](mailto:whistleblower@mercury.com.my)**

who has been designated by the Board of Directors to oversee whistle-blowing matters.

A whistle-blower's identity will not be disclosed without prior consent unless required by law. Where the concern cannot be resolved without revealing his/her identity, a dialogue will be carried out with the whistle-blower as to whether or how the matter can progress further.

Decisions and actions arising from valid whistle-blowing reports will be documented, and where appropriate, measures will be implemented to prevent recurrence.

Updated on 25 February 2026