

WHISTLEBLOWING POLICY

At Alkahfi Lestari Oil & Gas Sdn Bhd, we are committed to upholding the highest standards of integrity, accountability, and transparency. Our Whistleblowing Policy serves as a guide for employees, contractors, business partners, and members of the public to report any suspected misconduct or improper conduct related to ALOGSB operations.

Improper conduct refers to any action that may be considered a disciplinary or criminal offence. This includes, but is not limited to, fraud, bribery, corruption, theft, forgery, financial misconduct, abuse of power, violations of our Code of Conduct or internal policies, health and safety breaches, environmental harm, bullying, harassment, and any attempts to conceal such actions. The examples provided are not exhaustive, and any behavior that violates our ethical standards or applicable laws can be reported under this policy.

This policy applies to all ALOGSB employees, including full-time, part-time, and contract staff, as well as directors, officers, consultants, and agents acting on our behalf. We also encourage individuals involved in joint ventures or external partnerships to adhere to the principles outlined in this policy.

We take all whistleblowing reports seriously and ensure that every disclosure is handled with strict confidentiality. Individuals who report concerns in good faith are protected from retaliation under the Whistleblower Protection Act and ALOGSB internal policies. No disciplinary action will be taken against whistleblowers who report honestly, even if the investigation later finds no misconduct.

Reports of improper conduct can be made through our confidential whistleblowing channels. All reports will be investigated promptly and fairly, with appropriate action taken where necessary. ALOGSB is committed to maintaining a safe and supportive environment where everyone feels empowered to speak up without fear.