



**BINTULU PORT  
HOLDINGS BERHAD**

**DOC NO**

**IMS-BPHB-  
SOP-GLC-20**

**REVISION**

**00**

**LEVEL III**

**ISSUE DATE**

**1 January 2026**

# **STANDARD OPERATING PROCEDURE**

## **WHISTLEBLOWER**

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**Revision Record**

Revision No.	Details of Revision	Date
00	Initial release	1 January 2026

PREPARED BY	REVIEWED BY	APPROVED BY
		
<b>MODWIN BIN ROBIN</b>	<b>FARHANA ZAHEERA BINTI SHEIKH AKSAR</b>	<b>DAYANG FAIZAH BINTI AWANG BUJANG</b>
Senior Executive Integrity, Governance, Integrity & Compliance	Senior Manager, Governance, Integrity & Compliance Department	General Manager, Group Legal Counsel

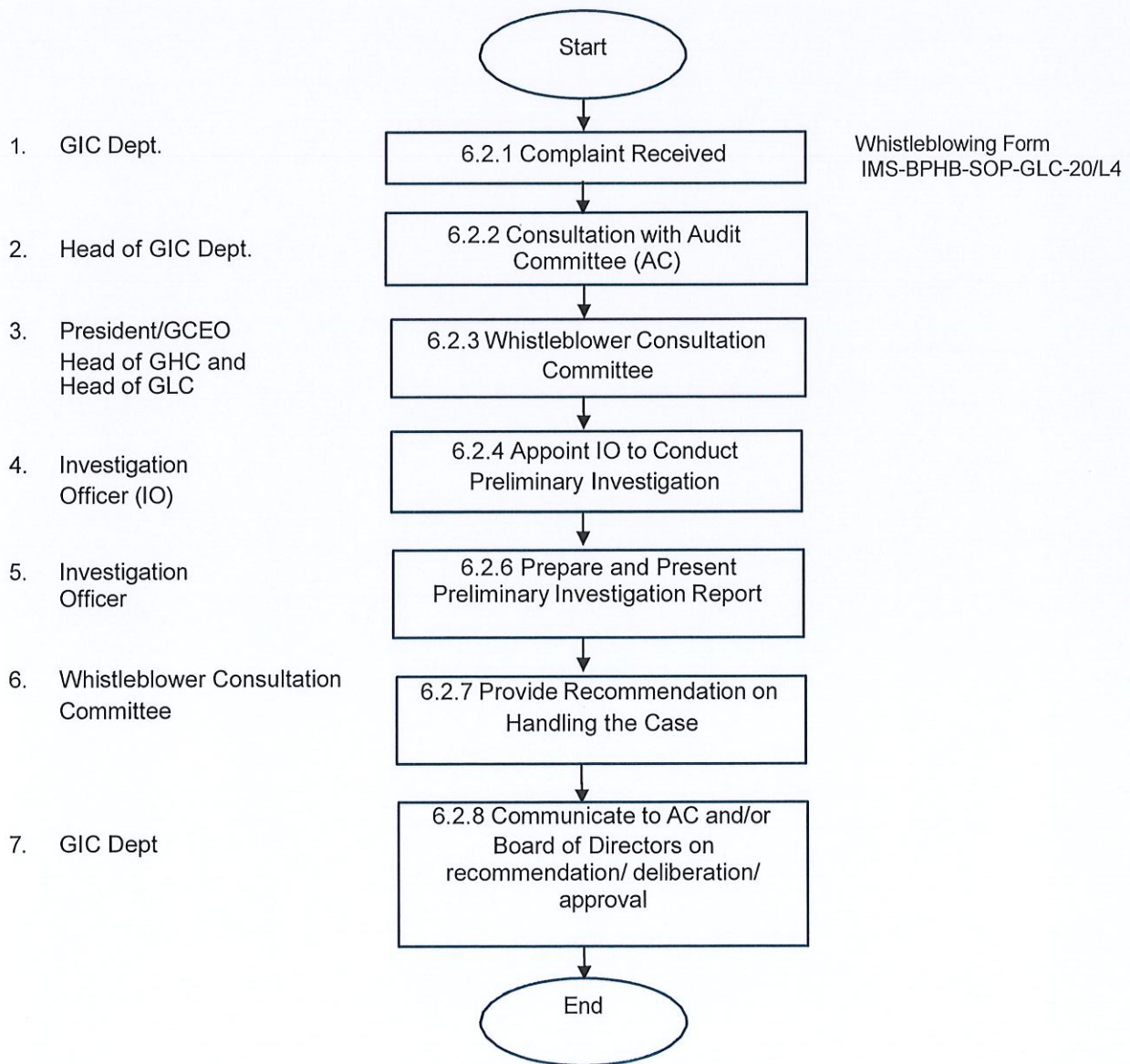
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**PROCEDURE FLOW CHART 1:**  
**INVESTIGATION PROCEDURE FOR REPORT AGAINST EMPLOYEES EXCEPT THE PRESIDENT/GCEO, THE HEAD OF GIC AND THE MANAGEMENT TEAM**

**RESPONSIBILITIES**

**OUTLINE**

**INTERFACE**



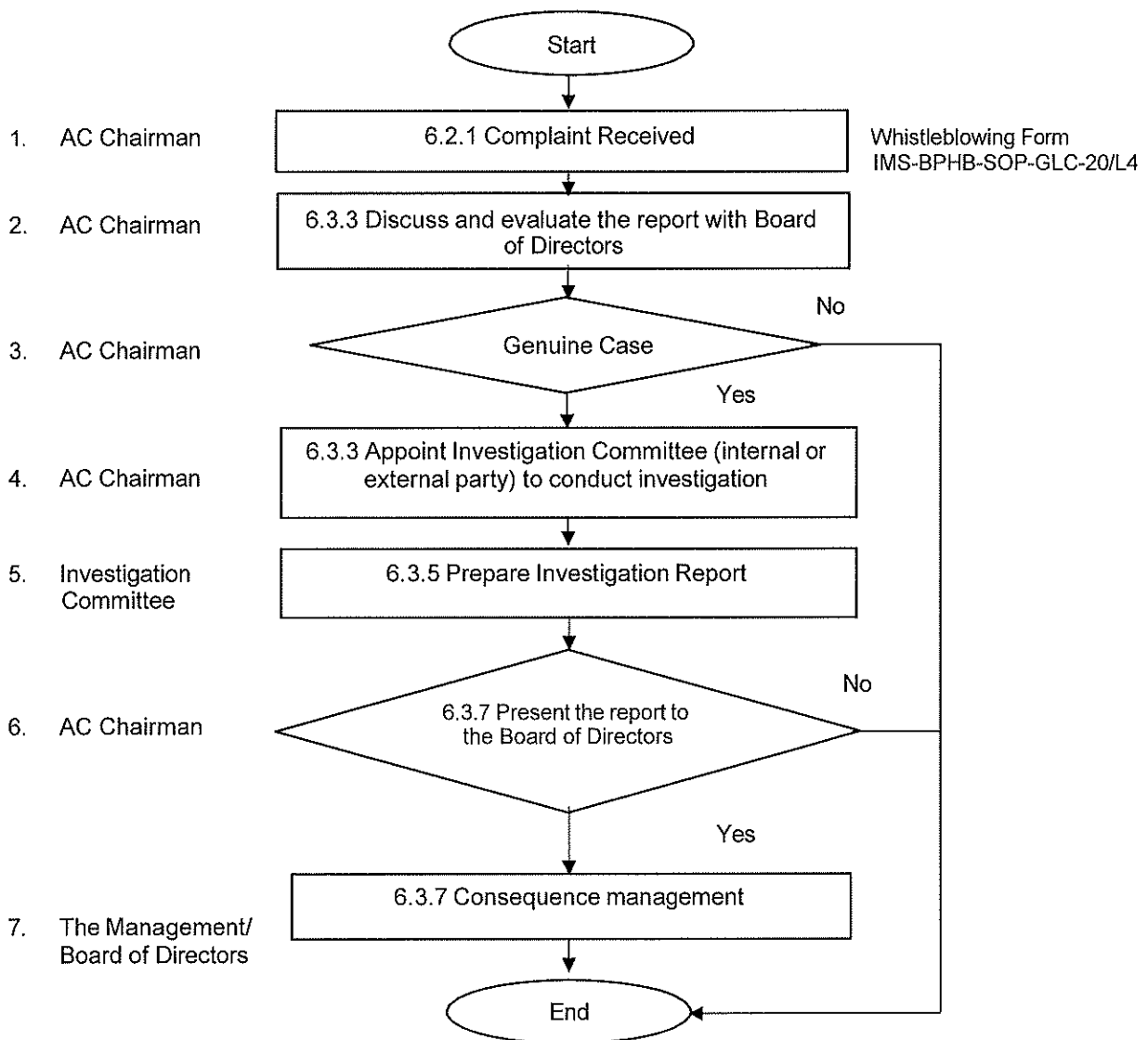
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**PROCEDURE FLOW CHART 2:**  
**INVESTIGATION PROCEDURE FOR REPORT AGAINST THE PRESIDENT/GCEO, GICD AND THE MANAGEMENT TEAM**

**RESPONSIBILITIES**

**OUTLINE**

**INTERFACE**



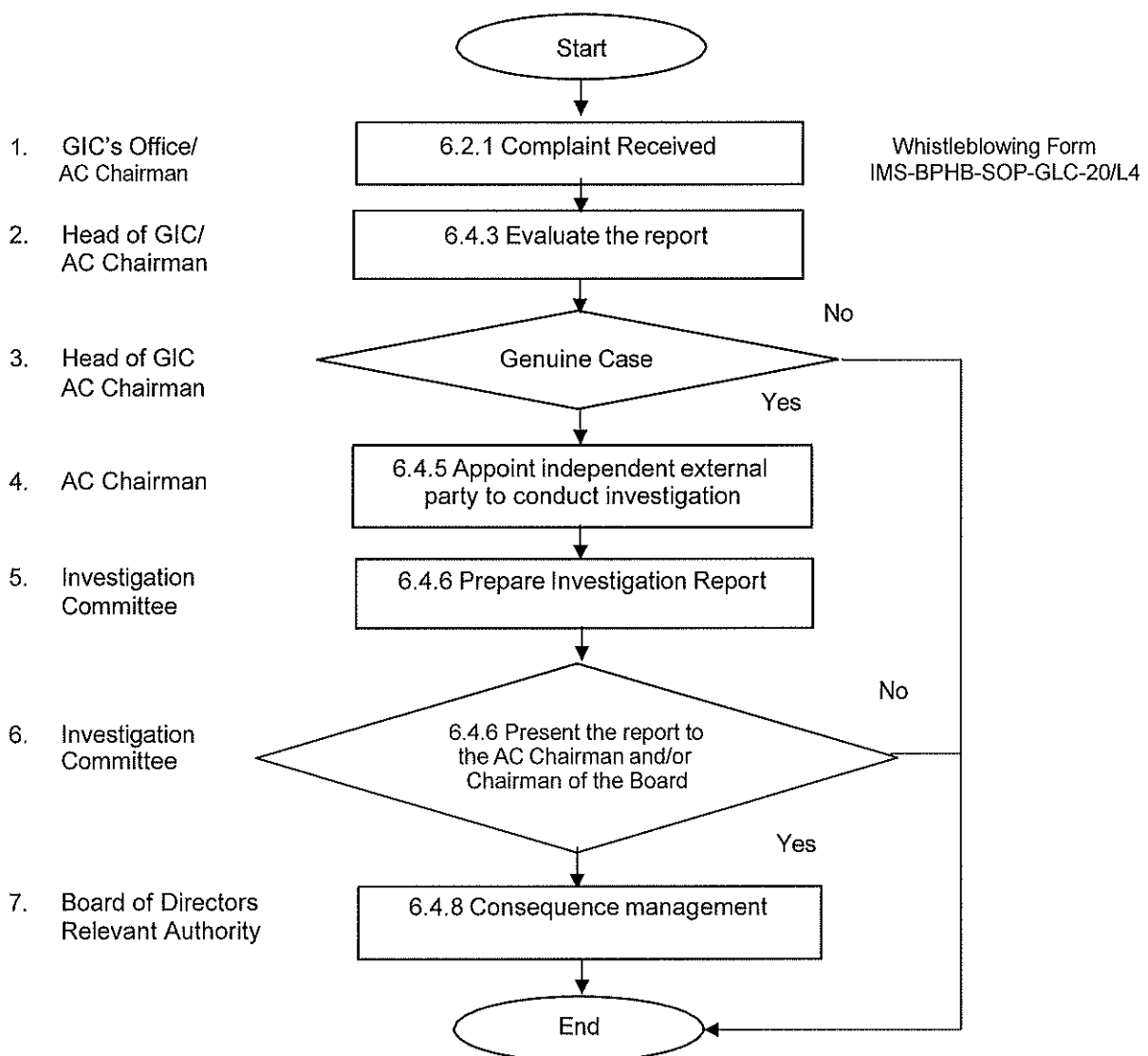
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**PROCEDURE FLOW CHART 3:  
INVESTIGATION PROCEDURE FOR REPORT AGAINST THE BOARD OF  
DIRECTORS INCLUDING THE CHAIRMAN (EXCEPT THE AC CHAIRMAN)**

**RESPONSIBILITIES**

**OUTLINE**

**INTERFACE**



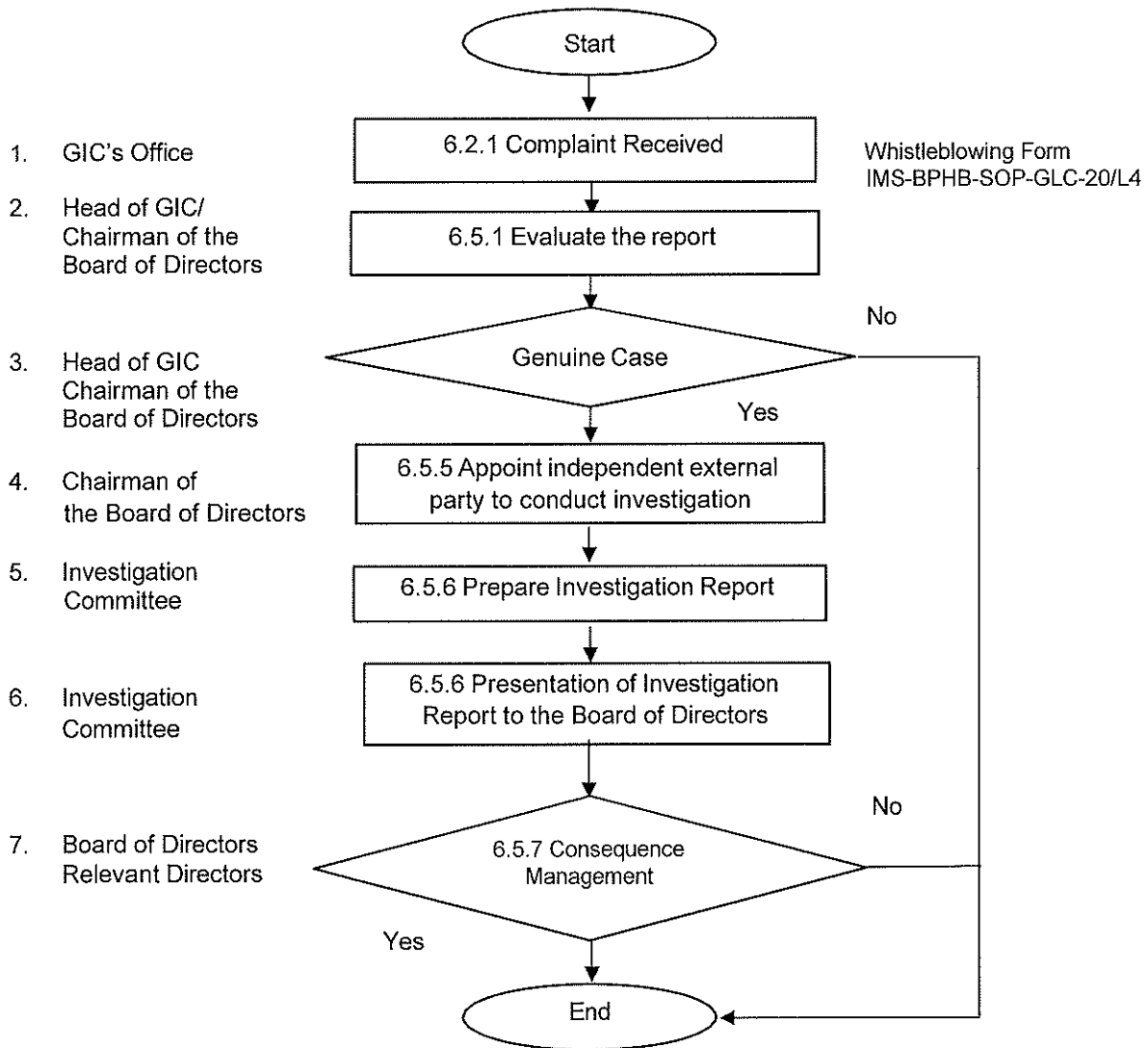
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**PROCEDURE FLOW CHART 4:  
INVESTIGATION PROCEDURE FOR REPORT AGAINST THE AC CHAIRMAN**

**RESPONSIBILITIES**

**OUTLINE**

**INTERFACE**



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## **1.0 PURPOSE**

The Whistleblower Procedure (hereinafter referred to as the "Whistleblower SOP") is established to enhance corporate governance by fostering an environment where integrity and ethical behaviour are upheld and any improper conduct or wrongdoing within the BPHB Group can be reported in good faith. Aimed at providing a confidential and effective avenue for reporting suspected violations of the law, this Whistleblower SOP also serves to protect individuals who come forward from any form of detrimental action or retaliation.

In so doing, the procedure outlines clear guidelines for the investigation process, ensuring that reports are handled responsibly and fairly. In the context of this Whistleblower SOP, employees are expected to adhere to these provisions to support the organisation's ongoing commitment to transparency, accountability and ethical conduct.

## **2.0 SCOPE**

2.1 This Whistleblower Standard Operating Procedure (hereinafter referred to as the Whistleblower SOP) is designed to facilitate employees and members of the public to disclose any improper conduct through the internal channel of BPHB Group which include but is not limited to, the following;

- i. Breach of law (national or international) such as fraud, bribery and corruption.
- ii. Breach of BPHB Group's Code of Conduct and Business Ethics (i-CoBE) and policies.

2.2 The Whistleblower SOP shall ensure that only genuine concerns either via whistleblower channel or any other means should be subjected to further investigation. Any disclosure which is found to be frivolous and vexatious shall not be entertained.

2.3 All complaints which are prima facie or fall under the Whistleblower SOP shall be logged in and to be investigated in accordance with the principle of natural justice.

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2.4 Investigation shall focus on matters which may infringe the BPHB Group's principles/procedures/policies or may be detrimental to the interest, reputation and security of the BPHB Group.

### 3.0 DEFINITION

AC	Audit Committee of the BPHB Group.
Disciplinary Offence	Any action or omission which constitutes a breach of discipline in a public body or private body as provided by law or in a code of conduct, ethics, or contract.
Domestic Inquiry	To investigate allegations of misconduct or violations of company policies by an employee.
Good Faith	Made without malice or personal benefit, and the employee has a reasonable basis to believe the report/incident/event is true.
Improper Conduct	Any conduct which, if proved, constitutes a disciplinary or a criminal offence.
Investigation Committee (IC)	A committee appointed to conduct investigations with the authority to address all matters seriously, confidentially, and promptly. The members remain independent and impartial.
Investigation Officer(s) (IO)	A person(s) appointed to conduct the investigation by taking, collecting, compiling, and recording the reports made by the genuine Whistleblower.
MACC	Government agency in Malaysia that investigates and prosecutes corruption in the public and private sectors, called Malaysia Anti-Corruption Commission.
Management Team	Includes, but is not limited to, the President, Group CEO, Vice Presidents, Senior General Managers, and General Managers heading a division.
PDRM	The Royal Malaysian Police (Abbreviation: RMP; Malay: Polis Diraja Malaysia, PDRM).
President/GCEO	The person holding the office of President/Group Chief Executive Officer.

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Whistleblower	Any employee (or group of employees) of BPHB Group or members of the public, including vendors, contractors, or customers, making a disclosure about improper conduct.
Whistleblower Consultation Committee	A committee tasked with making decisions on reported complaints by evaluating the findings and determining the appropriate course of action.

#### **4.0 REFERENCES**

- 4.1 Whistleblower Protection Act 2010
- 4.2 Malaysia Anti-Corruption Commission (MACC) Act 2009
- 4.3 ISO 37001 Anti-Bribery Management System (ABMS)
- 4.4 Anti Bribery & Corruption Policy
- 4.5 Bursa Malaysia Listing Requirement

#### **5.0 ROLES AND RESPONSIBILITIES**

<b>No.</b>	<b>Roles</b>	<b>Responsibilities</b>
1	Governance, Integrity and Compliance Department ("GICD")	Receives and registers whistleblower reports, maintains confidentiality and records, coordinates investigations, and monitors corrective actions. Acts as secretariat for committees involved in the whistleblower process.
2	Head of GICD	Oversees whistleblower administration, appoints Investigation Officer (IO), communicates with senior leadership and committees, approves investigation extensions, and coordinates referrals to authorities if required.
3	President/GCEO	Member of the Whistleblower Consultation Committee, reviews investigation findings, endorses decisions, ensures implementation of disciplinary or corrective actions, and provides oversight on high-level cases.

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<b>No.</b>	<b>Roles</b>	<b>Responsibilities</b>
4	Investigation Officer (IO)	Conducts preliminary investigations, gathers evidence, prepares investigation reports, ensures impartiality and confidentiality, and submits recommendations to the Whistleblower Consultation Committee.
5	Whistleblower Consultation Committee	Reviews preliminary findings, evaluates case merit, decides on closure, inquiry, full investigation, or external referral, and submits recommendations to the Audit Committee.
6	Audit Committee Chairman	Evaluates whistleblower cases involving senior management or sensitive matters, communicates with the Board, appoints the Investigation Committee for full investigations, and presents findings for Board decisions.
7	Investigation Committee	Conducts full investigations when required, gathers evidence, interviews relevant parties, and submits comprehensive investigation reports to the Audit Committee Chairman or Board.
8	Chairman of the Board of Directors	Handles whistleblower cases involving the Audit Committee Chairman, appoints Investigation Committee if necessary, reviews findings, and determines outcomes.
9	Board of Directors	Provides final oversight, reviews high-level cases, determines referrals to authorities, enforces disciplinary actions, and ensures governance improvements based on investigation outcomes.

## **6.0 PROCEDURE DETAILS**

Whistleblowing involves exposing unethical, illegal, or harmful practices within an organization. The following outlines the general principles and procedures for whistleblowing within Bintulu Port, depending on the level of authority of the individuals involved.

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## 6.1 General Guideline on Whistleblowing

The following principles apply to all whistleblowing reports, regardless of the subject or reporting channel:-

- 6.1.1 Employees and members of the public can launch a report through the whistleblower channel provided by Bintulu Port (Please refer to Para 6.10.1).
- 6.1.2 Employees and members of the public are presumed to act in good faith when reporting any form of improper conduct.
- 6.1.3 An employee who knowingly or recklessly makes statements or disclosures that are not in good faith may be subjected to disciplinary action in accordance with the company's Disciplinary Procedure, which may include termination.
- 6.1.4 It is obligatory on the part of Whistleblower to maintain the confidentiality of the case reported and not to disclose it to any parties so as not to jeopardize the investigation.
- 6.1.5 Non-compliance from Whistleblower may result in the loss of protection under the Whistleblower Protection Act 2010 (applicable for those who report directly to the MACC).

## 6.2 Report against employees (Except President/GCEO, GICD and the Management Team)

- 6.2.1 Whistleblower reports shall be made through the whistleblower channel provided by Bintulu Port. (Please refer to Para 6.10).
- 6.2.2 The Head of GIC must promptly communicate any new reports of whistleblower case to the President/GCEO and Chairman of the AC.

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6.2.3 The case will be presented to the Whistleblower Consultation Committee consisting of a minimum of three (3) members:-

- i. The President/GCEO;
- ii. The Head of Group Human Capital; and
- iii. The Head of Group Legal Counsel

However, if any member of the above is implicated in the whistleblower case, an alternate member holding a senior position and unrelated to the alleged person or reported case will be appointed. The Head of the GIC Department will serve as the secretariat for the case.

6.2.4 The Head of the GIC Department will appoint an Investigation Officer (IO) to conduct preliminary investigation.

6.2.5 The Whistleblower Consultation Committee shall identify or recommend a suitable resource person internally to assist the IO in conducting the preliminary investigation, where necessary, based on the nature and complexity of the case. The appointed resource person must sign the Secrecy Pledge and Conflict of Interest Declaration as per the attachment prior to their involvement in the investigation.

6.2.6 The IO will conduct the preliminary investigation and present preliminary findings to the Whistleblower Consultation Committee within 30 working days. This period may be extended up to 60 working days, subject to the complexity of the case and at the discretion of the Head of the GIC Department.

6.2.7 The Whistleblower Consultation Committee will evaluate preliminary investigation report and decide based on the following action plan:

- i. Decide to close the case, no further action (NFA), in the event that findings clearly suggest there is no merits to the case; or

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- ii. Instruct the management to conduct a full investigation by setting up an internal investigation team or obtaining an opinion from a third party in the event that there are merits to the allegation; or
- iii. Determine any course of action deemed appropriate, including initiating the Domestic Inquiry process, based on the circumstances of the matter reported and the fairness of the investigation; or
- iv. Refer to relevant authorities, such as PDRM or MACC, in the event the findings disclose a possible criminal offence for further action; or
- v. Any other action deemed necessary.

6.2.8 The recommendation made by the Whistleblower Consultation Committee shall be communicated to the Audit Committee for review and decision.

6.2.9 However, if a case has sufficient merit for referral to external authorities (such as PDRM or MACC), the Audit Committee shall escalate the matter to the Board of Directors for further consideration and approval.

6.2.10 Following the Board of Directors' decision, the necessary actions, including disciplinary measures or consequence management, shall be implemented by the relevant department, such as Group Human Capital or Group Legal Counsel, in accordance with company policies and applicable laws.

### 6.3 Report against President/GCEO, the Head of GIC and the Management Team

6.3.1 Whistleblower reports involving the President/GCEO, the Head of GIC, or the Management Team shall be made through the whistleblower channel provided by Bintulu Port. (Please refer to Para 6.10.1).

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- 6.3.2 The Chairman of the AC Chairman must promptly communicate any new whistleblower reports to the Board of Directors.
- 6.3.3 AC Chairman will discuss the report with the Board of Directors and evaluate it. If the case is deemed genuine, the AC Chairman may appoint an Investigation Committee to conduct full investigation, utilizing suitable internal personnel or an external party to investigate the allegation.
- 6.3.4 The composition of the Investigation Committee shall differ based on whether the investigation is conducted internally or by an external party:
- i. Internal Investigation: The committee shall consist of one (1) Chairperson and two (2) members, all of whom must hold senior positions. One (1) of the members shall act as the Secretary of the panel.
  - ii. External Investigation: The committee shall consist of two (2) panel members: one (1) serving as the Chairperson and another as a member with expertise relevant to the nature of the case. Additionally, a BPHB Group staff member with an independent function, such as the Head of Group Internal Audit, shall serve as the Secretary of the panel to facilitate the process without being a panel member.
- 6.3.5 The Investigation Committee shall prepare and present the Investigation Report to the AC Chairman. The AC Chairman shall refer the Investigation Report to the Board of Directors to determine the appropriate course of action based on the circumstances of the matter.
- 6.3.6 In the event that findings disclose a possible criminal offense, the Board of Directors, in consultation with the Legal Advisor, may decide to refer the case to the relevant authorities, such as PDRM or MACC, for further action, if applicable.

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6.3.7 If the case does not involve a criminal offense, the Board may recommend for disciplinary action, which may include termination of service.

**6.4 Report against the Board of Directors including the Chairman (Except the AC Chairman)**

6.4.1 Whistleblower reports involving members of the Board of Directors, including the Chairman, shall be made through the whistleblower channel provided by Bintulu Port. (Please refer to Para 6.10.1).

6.4.2 The AC Chairman must promptly communicate any new whistleblower reports involving the Board of Directors, including the Chairman (except the AC Chairman), to the Board of Directors.

6.4.3 The AC Chairman, with the assistance of the Head of GIC, shall form an opinion on whether the case is a frivolous claim or if there is merit to it.

6.4.4 The AC Chairman (or the Chairman of the Board, where applicable) may seek legal or any other professional advice pertaining to the report. At their discretion, they shall determine the next course of action, whether to close the case or proceed with a full investigation by appointing an Investigation Committee.

6.4.5 The Investigation Committee shall be appointed by the AC Chairman (or by the Chairman of the Board, where applicable). The committee shall consist of two (2) external panel members: one (1) serving as the Chairperson and another as a member with expertise relevant to the nature of the case. Additionally, a BPHB Group staff member with an independent function, such as the Head of Group Internal Audit, shall serve as the Secretary of the panel to facilitate the process but shall not be a panel member.

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6.4.6 The Investigation Committee shall prepare and present the Investigation Report to the AC Chairman and/or the Chairman of the Board, where applicable, within a stipulated time agreed upon.

6.4.7 If the findings disclose a possible criminal offense, the AC Chairman and/or the Chairman of the Board, in consultation with the Legal Advisor, may decide to refer the case to the relevant authorities, such as PDRM or MACC, for further action, if applicable.

6.4.8 If the case does not involve a criminal offense, the AC Chairman and/or the Chairman of the Board will determine the necessary course of action.

#### 6.5 Report against the AC Chairman

6.5.1 Whistleblower reports involving the AC Chairman shall be made through the whistleblower channel provided by Bintulu Port. (Please refer to Para 6.10.1).

6.5.2 The Chairman of the Board must promptly communicate any new whistleblower reports to the Board of Directors.

6.5.3 The Chairman of the Board, with the assistance of the Head of GIC Department, shall form an opinion on whether the case is a frivolous claim or has merit.

6.5.4 The Chairman of the Board may seek legal or other professional advice pertaining to the report. At their discretion, the Chairman shall determine the next course of action, whether to close the case or proceed with a full investigation by appointing an Investigation Committee.

6.5.5 The Investigation Committee shall be appointed by the Chairman of the Board to conduct the full investigation. The committee shall consist of two (2) external panel members: one (1) serving as the Chairperson and another as a member with expertise relevant to the

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nature of the case. Additionally, a BPHB Group staff member with an independent function, such as the Head of Group Internal Audit, shall serve as the Secretary of the panel to facilitate the process but shall not be a panel member.

6.5.6 The Investigation Committee shall prepare and present the Investigation Report to the Chairman of the Board and/or the Board of Directors

6.5.7 If the findings disclose a possible criminal offense, the Chairman of the Board and/or the Board of Directors, in consultation with the Legal Advisor, may decide to refer the case to the relevant authorities, such as PDRM or MACC, for further action, if applicable.

6.5.8 If the case does not involve a criminal offense, the Chairman of the Board will determine the necessary course of action.

## 6.6 Referral to authority

6.6.1 If the misconduct reported is categorised as a criminal offence or involves elements that may constitute a breach of Malaysian laws, the Management, with the consent of the Board of Directors, may refer the disclosure and all relevant supporting information to the appropriate enforcement or regulatory authorities. These may include, but are not limited to, the Royal Malaysia Police (PDRM), the Malaysian Anti-Corruption Commission (MACC), Bank Negara Malaysia (BNM), or any other relevant agency.

6.6.2 The decision to refer a case to external authorities shall be based on a preliminary assessment conducted by the Governance, Integrity & Compliance (GIC) Department, in consultation with Legal and the relevant division such as Group Human Capital (GHC), if necessary.

6.6.3 Such referral does not preclude Bintulu Port from taking internal disciplinary action in accordance with the company's Disciplinary Procedure, where deemed appropriate, even while external investigations are ongoing.

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6.6.4 Bintulu Port shall cooperate fully with the external authorities during the course of their investigation and shall provide all necessary documentation and support, subject to applicable laws and internal policies.

6.6.5 The confidentiality and protection of the whistleblower shall continue to be observed in line with this procedure and the Whistleblower Protection Act 2010, where applicable, even in the event of a referral to external authorities.

#### 6.7 Protection Accorded to Genuine Whistleblower

6.7.1 A Whistleblower will be accorded with protection under the whistleblowing Policy provided that the disclosure is made in good faith. Such protection is accorded even if the investigation later reveals that the Whistleblower is mistaken as to the facts, rules and procedures involved.

#### 6.8 Types of Protection for Whistleblowers: -

- i. Identity of the Whistleblower will be kept confidential and shall not be exposed to anyone including during the court proceedings.
- ii. No civil, criminal, or disciplinary action will be taken against the informant for whistleblowing.
- iii. The Whistleblower shall be protected from any detrimental action in reprisal for making the disclosure.
- iv. Anyone who retaliates against the Whistleblower shall be subjected to disciplinary action, which may include termination of employment, demotion, or other form of legal actions.

#### 6.9 Revocation of Whistleblower Protection

- i. The Whistleblower participated in the improper conduct;

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- ii. The Whistleblower willfully discloses a false statement;
- iii. The disclosure is frivolous or vexatious;
- iv. The disclosure is made with malicious intent; or
- v. The Whistleblower breaches his/her obligations of confidentiality.

## 6.10 Reporting Allegation of Improper Conduct

### 6.10.1 Lodging a Complaint Report and Whistleblowing Channels

- i. All reports shall be made in a clear and understandable manner, preferably in writing, to ensure proper documentation and comprehension of the issues raised.
- ii. The complainant (i.e the employee/third party) may opt to disclose any act of improper conduct through any of the following reporting channels, in a strict confidential manner: -
  - a. Filling up the **Whistleblowing Form** for Report of Improper Conduct as provided in the Bintulu Port Holdings Website (IMS-SOP-GIC-02/L4/02);
  - b. Email to **whistle@bintuluport.com.my**; (This email shall be received by Chairman of Audit Committee and Head of Governance, Integrity & Compliance)
  - c. By **writing to Head of Governance, Integrity & Compliance**, 12th Miles, Tanjung Kidurong Road, P.O. Box No, 996, 97008 Bintulu, Sarawak; or
  - d. **Hotline at 086-291362** from Monday to Friday during office hours (8:00 am to 5:00 pm).

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e. Meeting in person with the Head of Governance, Integrity & Compliance (by prior appointment).

f. Official Website  
<https://www.bintuluport.com.my/whistleblower/>

iii. The Whistleblower also may report to any of following individuals depending on the persons who has been allegedly reported on the improper conduct as follow: -

<b>No.</b>	<b>Case involving:</b>	<b>Email to:</b>
1.	President/Group Chief Executive Officer	Chairman of Audit Committee at <a href="mailto:chairofac@bintuluport.com.my">chairofac@bintuluport.com.my</a>
2.	Management Team	
3.	GICD	
4.	Board of Directors (Except AC Chairman)	
5.	Chairman of Audit Committee	Chairman of the Board at: <a href="mailto:chairofbod@bintuluport.com.my">chairofbod@bintuluport.com.my</a>

iv. The Whistleblower shall be assigned with a report reference number. Further communications shall be conducted using the said reference number.

#### 6.11 Disclosure

##### i. Disclosure of Identity

In order to enable the BPHB Group to accord the Whistleblower with the necessary protection under the Policy and also to obtain more details pertaining to the disclosure, the Whistleblower is required to disclose his/her personal details, which will be kept confidential, as follows: -

- a. Name;
- b. Staff ID;

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- c. Contact Details- Office Contact/ Mobile/ Home; and
- d. Email.

ii. Content of Disclosure

Any disclosure made herein should contain the following information:

- a. Details of the person(s) involved;
- b. Nature of the allegation;
- c. Where and when the alleged misconduct/wrongdoing took place;
- d. Any witness(es) available;
- e. Other relevant information; and
- f. Any supporting evidence if available.

6.12 Disclosure of Anonymous Whistleblower

Whistleblowers are encouraged to provide their name and contact details for confidentiality and protection. However, individuals who wish to report improper conduct may choose to remain **anonymous**. It's important to note that the anonymity of whistleblowers will be strictly maintained. Any misuse of the reporting channel will result in stern action. The BPHB Group reserves the right to investigate any anonymous disclosure after considering the following: -

- i. the seriousness of the case disclosed; or
- ii. the credibility of the claim; or
- iii. the likelihood of confirming the disclosure from credible sources.

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#### 6.13 Notification

Whether the case involves employees or directors, the decision by the Chairman of the AC (or the Chairman of the Board, where applicable) to proceed with investigation or otherwise shall be made known to the Whistleblower and/or to the Management and/or to the Board of Directors wherever applicable and within the appropriate time.

#### 6.14 Confidentiality

All information, documents, records and reports relating to the investigation of improper conduct shall be securely kept ensuring its confidentiality.

#### 6.15 Corrective Action

The Management shall carry out the decision of the President/GCEO and/or AC in relation to the findings of the investigation on the allegation against the accused. Where applicable, the Management shall institute appropriate controls to ensure immediate detection of similar violations and prevent further wrongdoings or damage to the BPHB Group. In the event where a Director is implicated, the Board shall take all necessary actions to contain the damage which may have been inflicted to the BPHB Group.

#### 6.16 Disciplinary Action

Any disciplinary action taken against an employee found guilty of the allegation must follow the disciplinary processes outlined in the Group Human Capital's guideline.

### **7.0 REVIEW AND REVISION**

Any proposed amendments made to this Whistleblower Procedure shall be approved by the General Manager Group Legal Counsel and shall become enforceable from the date of said approval.

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## 8.0 CUSTODIAN

The custodian of this Whistleblower Procedure is the Governance, Integrity & Compliance Department of Group Legal Counsel.

## 9.0 RETENTION PERIOD OF THE DOCUMENT

The Governance, Integrity and Compliance Department shall maintain and keep secure, safe and confidential all documentation in relation to the Whistleblower Procedure for a minimum period of seven (7) years.

## 10.0 APPENDIX

10.1 IMS-BPHB-SOP-GLC-20/L4: Whistleblowing Form

## 11.0 CONTACT INFORMATION

BPHB Group  
Governance, Integrity & Compliance Department  
Group Legal Counsel  
Lot 15, Block 20, Kemena Land District  
12<sup>th</sup> Miles. Tg. Kidurong Road  
P.O Box 996, 97008 Bintulu,  
Sarawak, Malaysia

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**WHISTLEBLOWER**

<b>APPENDIX NO.</b>	<b>SUPPORTING DOCUMENT</b>
IMS-BPHB-SOP-GLC-20/L4/01	Whistleblowing Form

**Revision Record**

Revision No	Detail of Revision	Date
00	Initial release	1 January 2026



**WHISTLEBLOWING FORM  
BINTULU PORT HOLDINGS BERHAD**

KINDLY PROVIDE THE FOLLOWING DETAILS AND SUBMIT DIRECTLY TO HEAD, GOVERNANCE, INTEGRITY & COMPLIANCE OF BINTULU PORT HOLDINGS BERHAD OR EMAIL TO: [whistle@bintuluport.com.my](mailto:whistle@bintuluport.com.my) OR CONTACT 086-291362

**PRIVATE & CONFIDENTIAL**

Report Reference Number	
Date and Time	

**A) PARTICULARS OF WHISTLEBLOWER**

Name						
IC. No.						
Contact Numbers	Office		Mobile		Home	
E-Mail Address						

**B) PARTICULARS OF ALLEGED PERSON**

Name	
How Do You Know This Person	
Any Other Details	

**C) DETAILS OF IMPROPER CONDUCT / ALLEGATION**

Date : \_\_\_\_\_  
Time : \_\_\_\_\_  
Place : \_\_\_\_\_  
Type of Offences : e.g., Bribery/ Criminal Breach of Trust/ Misuse and Abuse Of Power/ Governance/ Misconduct/ False Claim/ Others (Please Specify)  
\_\_\_\_\_

If Money Involved, Can You Estimate the Amount  
RM \_\_\_\_\_

What improper conduct did you observe / witness? Please explain in detail. (You may use additional sheets if necessary)

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Any supporting evidence: Yes / No  
(if any, please enclose it with this report for our further action)



**WHISTLEBLOWING FORM  
BINTULU PORT HOLDINGS BERHAD**

**D) DECLARATION BY WHISTLEBLOWER**

Pursuant to **WHISTLEBLOWER PROTECTION ACT 2010**, I declare the following:-

- I acknowledge and declare that all information provided in this Form is true, correct and complete to the best of my knowledge, information and belief;
- I am willing to assist in the investigation of improper conduct (if required);
- Prior to this report, I have not disclosed the subject matter of the complaint or any part thereof to any other person except to the following persons/authority: \_\_\_\_\_
- I shall notify any changes of my contact details to Head, Integrity & Compliance of Bintulu Port Holdings Berhad as soon as possible;
- I am aware that it is an offence to provide false information/allegation with intention to disgrace the employee or company's image and reputation and/or to misuse the mechanism of whistleblowers system and if I were to find liable for giving false information/ allegation, disciplinary action could be taken against me or any other employee involved in the same.

Signature :

Name :

Date :



**WHISTLEBLOWING FORM  
BINTULU PORT HOLDINGS BERHAD**

**FOR GOVERNANCE, INTEGRITY & COMPLIANCE OFFICE USE ONLY**

Received by	
Date and Time received	
Appointed Officer Assigned for this report	
Screening and assessment conducted on/by	
Outcome of screening and assessment	
Investigation Required (Yes / No) (If No, please state the reason)	
Investigation Result	
Action Taken/ Conclusion	
Case Status (Active/Closed)	
Signed Off By	

**COPIES FOR RETENTION:-**

- Original Form – Head, Governance, Integrity & Compliance of Bintulu Port Holdings retention
- Duplicate Form – Whistleblowers retention