

**CME GROUP BERHAD**  
**(Company No. 52235-K)**

**Whistleblowing Policy and Procedures**

**Introduction**

The Board is alert to the possibility of potential conflicts of interest involving the Directors, its employees and the Company. In line with good corporate governance practices and with the introduction of Whistleblower Protection Act 2010, the Board recognizes the important of formalizing a Whistleblowing Policy and Procedures to provide an avenue for all employees of the Group or external party to raise concerns about any improper conduct within the Group.

**Objective**

The objective of the Whistleblowing Policy and Procedures is to ensure that whistleblower, through understanding the Whistleblowing Policy and Procedures, will come forward to express his or her concerns about a (suspected) malpractice, without fear of punishment or unfair treatment.

**Scope of Work**

This policy applies to all employees of the Company and its subsidiaries (“the Group”), vendors and members of the public where relevant to raise genuine concerns. It applies whether or not the information is confidential. The Whistleblower’s role is that of reporting with reliable information.

As a guide, the types of malpractices or wrongdoing covered under the Whistleblowing Policy include the following allegations:

- i. non compliance to laws and regulations
- ii. abuse of power and position for personal gain or cause detriment to the organization
- iii. financial malpractice
- iv. discrimination
- v. criminal activity
- vi. spreading malicious rumors about the Company
- vii. danger to public or employee health and safety
- viii. concealment of any malpractice
- ix. misrepresentation of the Company to others
- x. other unethical conduct.

The above list is not exhaustive.

## **Reporting Procedures**

Any concern relating to the above should be factual and not speculative and should contain as much specific information as possible to allow for proper assessment of the nature and extent of the concern.

Whistleblower should report any malpractice or wrongdoing to Chairman of the Audit Committee, Y. Bhg. Dato' Khairi Bin Mohamad by emailed to [khairimohamad@gmail.com](mailto:khairimohamad@gmail.com) .

## **Confidentiality and Whistleblower Protection**

A whistleblower will be accorded with protection of confidentiality of identity, to the extent reasonably practicable. In addition, an employee who whistle-blows internally will also be protected against any adverse and detrimental actions against him/her, provided such disclosure is made in good faith and without malice. The information provided shall be kept strictly confidential.