

1. Introduction

TA Enterprise Berhad (“the Company”) and its subsidiaries (“TA Group”) are committed to a high level of ethical standards and integrity in conducting its business and we encourage ethical conduct as part of our corporate culture with emphasis on sincerity, transparency and fairness. This serves to enhance the trust and confidence in the business operations and performance.

2. Purpose

This policy provides a channel of reporting for all employees, vendors, contractors, agents who are associated with TA to report, without fear, any instance of actual or suspected improper conduct or wrongdoing which could adversely affect TA's image, reputation, business operations or compliance with laws/regulations. TA Group has zero tolerance for corruption which would lead to improve the performance of TA Group.

3. Scope

The scope of the policy covers disclosure on any matters that are not in the interests of TA and includes the reporting of the following types of improper conduct or wrongdoing:

- Unauthorised disclosure of proprietary information;
- Unauthorised access and modification of data files;
- Misappropriation or theft of funds, supplies or other assets;
- Falsification or destruction of company records;
- Improper conduct detrimental to company reputation;
- Concealing breach of policies or regulations;
- Receiving kickbacks;
- Offering bribes;
- Fraud and malpractice;
- Abuse of power and/or position; and
- Illegal or criminal acts.

This policy does not cover issues relating to employee grievances or complaints which is dealt with separately by the Human Resource Department.

4. Whistleblower Protection

The Company will not take detrimental action against the whistleblower or any person related to or associated with the whistleblower in reprisal for reporting improper conduct or wrongdoing.

The Company shall revoke the whistleblower protection if it is of the opinion based on the investigation that the whistleblower had knowingly made a false, frivolous or malicious disclosure that is not in good faith.

5. Confidentiality

The identity of the whistleblower will be kept confidential, unless so required under the provisions of the law. All information disclosed during the course of the investigation will remain confidential. Information will only be disclosed on a need-to-know basis and with permission from the Audit and Risk Committee, as necessary to take any remedial action.