
	Reference No	IHHHB/POL/HR/CG-WBP
	Effective Date	01.09.2023
	Revision No.	4 (30 April 2026)
DOCUMENT TITLE	WHISTLEBLOWING POLICY	

IHH HEALTHCARE BERHAD

WHISTLEBLOWING POLICY

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1. Policy Statement

1.1 IHH Healthcare Berhad (“**IHH**”) and its subsidiaries and related corporations (collectively referred to as “**the Group**” or “**IHH Group**”) are committed to a high standard of corporate governance. In line with this commitment, this Whistleblowing Policy (“**Policy**”) aims to:


- i. Provide a trusted avenue for external parties, key stakeholders, members and employees of the Group (“**Whistleblower**”) to raise concerns, without fear of reprisals or victimisation for whistleblowing made in good faith; and
- ii. Ensure that robust arrangements and processes are in place to facilitate independent investigation of the reported concern and for the appropriate follow up actions to be taken.

2. Raising a Concern

- 2.1 This Policy allows whistleblowers to report any non-compliant standards or suspected violation of laws or regulations or company policies.
- 2.2 IHH Group encourages Whistleblowers to provide their names in case additional information is required for investigation.
- 2.3 The Whistleblower may choose to remain anonymous, however, it will be more difficult to investigate and take action for concerns that are anonymously raised.
- 2.4 IHH Group also encourages individuals to raise a concern even if they do not have complete information on hand.
- 2.5 IHH Group takes a serious view of all concerns raised, whether or not the case is reported anonymously.

3. Confidentiality and Protection of Whistleblower

- 3.1 The identity of the Whistleblower shall be kept confidential unless prior written consent of the Whistleblower has been obtained or if required by law.
- 3.2 IHH Group will not tolerate any behaviour that discourages an individual from raising a concern in good faith. If the Group identifies anyone involved in any threatening or retaliatory activities, these individuals will be subject to disciplinary action, which may include dismissal.
- 3.3 If, however, a Whistleblower makes a report which is not in good faith or intentionally gives false or misleading information, the Group may take disciplinary, legal or other action against that Whistleblower.

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4. Whistleblowing Reporting & Communication Channels

4.1 A concern can be raised in any of the following manner:

- i. IHH Speak Up web channels (managed by an independent party) can be accessed through the website and the following links:
 - a. Website: ihhspeakup.ethicspoint.com
 - b. Mobile: ihhspeakupmobile.ethicspoint.com
- ii. Telephone hotline managed by an independent party which can be found on the IHH Speak Up website, ihhspeakup.ethicspoint.com
- iii. Email or written communication mailed to Group Chief Internal Audit Officer, IHH Healthcare Berhad:

a. GIA@ihhhealthcare.com

b. Attention:
 Group Chief Internal Audit Officer, IHH Healthcare Berhad
 Level 35, Mercu Aspire,
 No. 3 Jalan Bangsar, KL Eco City,
 59200 Kuala Lumpur, Malaysia


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- iv. Email or written communication mailed to Group Chief Human Resources Officer, IHH Healthcare Berhad:

a. GCHRO@ihhhealthcare.com

b. Attention:
 Group Chief Human Resources Officer, IHH Healthcare Berhad
 Level 35, Mercu Aspire,
 No. 3 Jalan Bangsar, KL Eco City,
 59200 Kuala Lumpur, Malaysia

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v. Email or written communication mailed to Chairman of the Audit Committee, IHH Healthcare Berhad:

a. acchairman@ihhhealthcare.com

b. Attention:
Chairman of the Audit Committee, IHH Healthcare Berhad
HarbourFront Tower One
1 Harbourfront Place Unit #03-02
Singapore 098633

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vi. Written communication mailed to Group Chief Executive Officer of IHH Healthcare Berhad:

Attention:
Group Chief Executive Officer, IHH Healthcare Berhad
HarbourFront Tower One
1 Harbourfront Place Unit #03-02
Singapore 098633

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4.2 Where raising a concern in the channels mentioned under Section 4.1 is not possible or otherwise inappropriate, then the concern should be made in writing to the Chairman of the Board and mailed to:

Attention:
Chairman of the Board, IHH Healthcare Berhad
Level 35, Mercuri Aspire,
No. 3 Jalan Bangsar, KL Eco City,
59200 Kuala Lumpur, Malaysia

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5. Notification

5.1 The Company may provide the Whistleblower the progress and outcome of the investigation, subject to any confidentiality constraints.

6. General

6.1 This Policy is subject to the requirements of applicable law and to the extent of any inconsistency between this Policy and applicable law (including the laws applicable in jurisdictions where IHH Group is operating), the applicable law shall prevail.

6.2 IHH Group reserves the right to amend this Policy from time to time.