WHISTLEBLOWING POLICY

Updated: 10th November 2025

1. Purpose

Acting with integrity is fundamental to reinforcing the status of Jardine Matheson Southeast Asia ("**JMSEA**") as a responsible employer and business partner of choice in Southeast Asia.

JMSEA is committed to ensuring that all our employees as well as other stakeholders feel safe to report conduct which does not meet our values via JMSEA's whistleblowing reporting procedures as set out in this policy.

2. Reportable Matters

This whistleblowing policy is for the reporting of any suspected misconduct or wrongdoing involving the employees or business partners of the JMSEA Group. Examples of reportable matters include the following:

(a) Fraud
(b) Conflict of Interest
(c) Bribery/Corruption
(d) Abuse of Influence
(e) Bullying/Harassment
(f) Discrimination
(g) Health/Safety/Environment
(h) Theft
(i) Breach of Law
(j) Breach of Company Policies
(k) Other Unethical Behaviour or Misconduct

If an employee wishes to make a report that is not related to the above-mentioned matters, please contact the Head of Department/Division or People & Culture representative.

3. Whistleblowing Reporting Channels

An employee who wishes to report any suspected misconduct or wrongdoing should first consider raising the matter with his or her Head of Department/Division. If the matter cannot be reported through normal reporting lines or if an employee has previously raised a concern but feels that the issue was not dealt with in an appropriate manner, the report should be made via JMSEA's whistleblowing channels.

Suppliers, customers and other third parties may report any suspected misconduct or wrongdoing via JMSEA's whistleblowing channels.

The following JMSEA whistleblowing channels are available:

How to report

1. Online form: https://www.jardines.com/sea/online-whistleblowing-submission

2. Email: whistleblowing.jmsea@jardines.com

3. Mail to: Jardine Matheson Southeast Asia
Risk & Compliance
239 Alexandra Road
Singapore 159930

Reports may be made anonymously or on an identified basis. Any information about or provided by the whistleblower will be kept strictly confidential.

4. Independent Investigation

JMSEA will independently investigate matters brought to its attention thoroughly. Appropriate feedback will be given to the reporting employee if they have identified themselves.

All reported matters of serious concern are made available to JMSEA's internal audit function. Material matters are brought to the attention of JMSEA's Audit & Risk Committee, which has oversight of the whistleblowing process.

JMSEA's policy is to protect all whistleblowers, who report in good faith, from retaliation and unfair treatment. It is inevitable that in serious circumstances when the information results in legal or criminal proceedings, the authorities would require the identity of the whistleblower. It may also be that the actual information reveals the identity of the whistleblower. Anyone who has reported a matter of concern and believes that having done so, has been treated detrimentally, should raise it immediately via JMSEA's whistleblowing channels.

5. Legal Obligations

This policy does not affect the rights or obligations of any employee to report a criminal matter or other matter requiring disclosure to an external party as may be required by law.