

WHISTLEBLOWING POLICY 举报政策

1. PURPOSE 目的

1.1. This Whistleblowing Policy (“this Policy”) aims to:-

举报政策（“本政策”）旨在:-

(a) provide a reliable avenue for persons to report any wrongdoings including actual or suspected violations of the Sembcorp’s Code of Conduct or any applicable law or policy (a “reportable concern”) without fear of reprisals when whistleblowing in good faith; and,

为举报人提供一个可靠的渠道来举报任何不当行为，包括实际或涉嫌违反胜科《商业行为准则》、任何适用法律或公司政策的行为（“举报事项”），而不必担心诚意的举报遭到报复。

(b) ensure that arrangements are in place to facilitate independent investigation of the reported concern and for appropriate follow up actions to be taken.

确保合理安排以便独立调查举报的事项，并采取恰当的后续行动。

1.2. The effective implementation of this Whistleblowing Policy will be overseen by the Audit Committee.

审计委员会将监督举报政策执行的有效性。

2. WHAT TO REPORT 举报内容

2.1. You are encouraged to come forward to report any reportable concern that comes to your attention, including but not limited to the following areas:

我们鼓励您举报您关注的事项，包括但不限于以下范围：

(a) Bribery and corruption

贿赂和腐败；

(b) Fraudulent accounting

会计舞弊；

- (c) **Embezzlement**
挪用公款;
- (d) **Travel and expense**
差旅、报销费用;
- (e) **Procurement fraud**
采购舞弊;
- (f) **Anti-trust/ anti-competition arrangements**
反垄断/反竞争协议;
- (g) **Asset theft**
盗窃资产;
- (h) **Misuse of company assets**
滥用公司资产;
- (i) **IT security**
信息技术安全;
- (j) **Confidentiality and intellectual property**
保密和知识产权;
- (k) **Conflict of interest**
利益冲突;
- (l) **Personal data privacy**
个人数据隐私
- (m) **Employment relations**
雇佣关系;
- (n) **Misconduct or inappropriate behaviour, discrimination/ harassment**
违规、不当行为、歧视/骚扰;
- (o) **Environmental protection, health and safety**
环境保护, 健康和安全;
- (p) **Insider trading or other securities trading violations**
内幕交易或其他证券交易的违规.

3. HANDLING A REPORTABLE CONCERN 举报事项的受理

- 3.1. Sembcorp will conduct each case with impartiality, fairness and confidentiality.
胜科力求公正、公平、保密地处理每一个举报事项。
- 3.2. The identity of the whistleblower will be kept confidential, with disclosure on a need-to-know basis to the following:
保护举报者的身份，只在必要时披露给以下人员：
- (a) the investigating team;
调查小组;
 - (b) the Audit Committee ;
审计委员会;
 - (c) the Whistleblowing Committee; and
检举委员会; 和
 - (d) any party to whom the identity of the whistleblower is required to be disclosed by law
根据法律要求需要举报者身份的人员。
- 3.3. The whistleblower's consent will be obtained prior to disclosing his/her identity to anyone other than in those identified above.
在取得举报人的同意后，才会向上述以外的人透露举报人的身份。
- 3.4. Sembcorp does not tolerate discrimination, harassment or victimisation of any kind against a whistleblower who reports a concern in good faith.
胜科绝不容忍对善意举报人的任何歧视，骚扰或伤害。
- 3.5. If it is determined that a whistleblower has experienced any reprisal or retaliation as a result of his/her report, appropriate remedial actions will be taken under the Audit Committee's directives.
如果举报人因其举报行为而遭受任何报复，将根据审计委员会的指示采取适当的纠正措施。

4. REPORTING OF SUSPECTED WRONGDOING 举报不当行为

4.1. All whistleblowing cases should be reported to Sembcorp's Group Internal Audit via the following channels:

所有举报案件应该通过以下渠道向胜科集团内部审计报告：

- Email to gja.cases@sembcorp.com
电邮至 gja.cases@sembcorp.com
- Submit a report via the Whistleblowing Portal at <https://wbportal.sembcorp.com/>
通过举报网站提交报告到 <https://wbportal.sembcorp.com/>
- Call (65) 6822 2182
致电 (65) 6822 2182