



GROUP SEXUAL HARASSMENT POLICY

The management of Tanah Makmur Berhad Group is responsible and committed to creating a work environment that is free from any form of sexual harassment, whether verbal, visual cues, psychological, text, notes, physical touch, or through telephone and electronic media.

This policy is established in accordance with the following Malaysian legal provisions and guidelines:

- Code of Practice on the Prevention and Eradication of Sexual Harassment in the Workplace, 1999
- Section 509, Penal Code (Act 574)
- Employment (Amendment) Act 2022 – which introduced mandatory procedures for sexual harassment complaints in the workplace
- Occupational Safety and Health Act 1994 (OSHA) – ensuring a safe and conducive workplace environment

Reporting Channels

Employees and stakeholders are encouraged to report any incident of sexual harassment through the following official channels of Tanah Makmur Berhad:

- Whistleblower e-Form via the official website: tanahmakmurberhad.com/governance
- Email: whistleblower@tanahmakmurberhad.com
- Hotline: 09-5751155 (ext. 124)
- In-person reporting to Group Integrity Officer (Mr. Mohd Hanif Md Noor)
- Postal submission to: Group Integrity Officer
Bangunan Tanah Makmur, KotaSAS Avenue, Persiaran KotaSAS,
Kota Sultan Ahmad Shah, 25200 Kuantan, Pahang.

All reports will be treated with the highest confidentiality, and protection is guaranteed under the Whistleblower Protection Act 2010 (Act 711).

A handwritten signature in black ink, consisting of a stylized circular flourish followed by a long horizontal stroke.

YH Dato' Shahrul Nizam bin Abdul Aziz
Group Chief Executive Officer
Date: 22/8/2025