



LHT HOLDINGS LIMITED 联合木业控股有限公司



Mailing Address: 6 Tuas South Street 10, Singapore 636941

Tel: 6269 7890 E-mail: enquiry@lht.com.sg

Web Site: <http://www.lht.com.sg>

Registration No. 198003094E

Purpose

LHT Holdings is committed to upholding integrity and accountability in its business conduct. This Whistle Blowing Policy aims to provide a direct and independent avenue for any employees, company officers or external persons to make good faith reports of suspected wrongdoing, misconduct and improprieties within LHT Group via the reporting procedure as described herein. Through this policy, LHT aims to create trustworthy conditions which would give confidence to the reporting party, and that all such matters would be handled in the most sensitive and confidential manner. The Company would ensure that there will be no retaliation of any kind or in any way to the reporting party for raising concerns in good faith to the Management and Board.

Scope & Reporting Procedure

Anyone can report a suspected wrongdoing or improprieties, including but not limited to the following:

- a. breaches of the Group's policies or code of business conduct
- b. accounting, internal control or auditing irregularities
- c. fraud and/or fraudulent acts, including theft, intentional errors or non-compliance, or misuse of the Group's assets and resources
- d. corruption, and/or corrupt activities such bribery, extortion or blackmail
- e. unlawful conduct or breaches of applicable laws and regulations
- f. abuse of power of authority, and miscarriages of justice
- g. conflicts of interest not properly disclosed
- h. provision of false or misleading information to public authorities
- i. concealment of malpractice or misconduct
- j. unethical behaviour that is inconsistent with the Group's core values
- k. any other improper act that may cause financial or reputational damage to the Group



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The channels of reporting are as follows:

- a. email to whistleblowing@lht.com.sg
- b. phone call (+65)6511 5884
- c. post in a sealed envelope, addressed and send to the following:

Chairperson, Audit & Risk Committee

LHT Holdings Limited

6 Tuas South Street 10

Singapore 636941

(Attn: Corporate Secretary)



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