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## **Yihai Kerry Arawana Holdings Co., Ltd.**

### **Whistleblower Protection Policy**

Yihai Kerry Arawana Holdings Co., Ltd. (hereinafter referred to as the “Company”) commits to upholding the highest standards of business ethics. Based on this commitment, the Company expects and encourages employees, customers, suppliers and other stakeholders to report misconduct or malpractice within the Company. The Company formulates this Policy in accordance with relevant laws, regulations and normative documents including Company Law of the People's Republic of China, Securities Law of the People's Republic of China, and Basic Standards for Enterprise Internal Control and taking into consideration of the actual situation of the Company.

#### **1. Scope of Application**

This Policy is a disclosure statement applicable to all employees of the Company and its subsidiaries, as well as to all external parties that have business relationships with the Company, including customers, suppliers, contractors and other stakeholders (hereinafter referred to as “partners”).

#### **2. Scope of Complaints and Whistleblowing**

Misconduct or malpractice includes but is not limited to: any behavior that damages the interests of the Company by various means in violation of national laws and regulations or the Company policies and systems or deviating from the Company values in order to seek personal interests, including but not limited to accepting bribes, abusing power, engaging in malpractice for favoritism and embezzling or misappropriating the Company's property, or violating professional ethics and social ethics.

#### **3. Complaints and Whistleblowing**

Any employee or partner of the Company who discovers (or has reasonable grounds to suspect) any improper or illegal behavior in the scope of work shall raise the concern to the Company as soon as possible, or directly complain to the Chairman of the Company ([kkh@wilmar.com.sg](mailto:kkh@wilmar.com.sg)).

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#### **4. Whistleblower Protection**

The Company keeps the identity and information of the whistleblower permanently and in strict confidentiality, including the whole process of information collection, investigation, and the assistance in investigation and reward of the whistleblower. The whistleblower sends his/her identity information separately to the email address of the Company's Chairman (kkh@wilmar.com.sg).

The Company requires all departments and subsidiaries to correctly treat the behavior of the whistleblower according to law, without making any reprisal against the whistleblower under any excuse. Making reprisal against the whistleblower, including conniving, covering up or bribing, or instigating others to make reprisal against the whistleblower shall be held liable for corresponding responsibilities. Those who have been determined by judicial authorities to have violated the law shall be transferred to judicial authorities.

#### **5. Whistleblower Reward**

The Company will reward the whistleblower for a genuine report. Refer to the internal management system of the Company - Code of Conduct for Employees for specific rewards.

#### **6. Policy Revision**

The Company regularly revise and renew this policy in accordance with laws and regulations, its own business development, common industry practices and good standards.

Yihai Kerry Arawana Holdings Co., Ltd.

December 1, 2021