

WHISTLE-BLOWER REPORT FORM (*Annexure to the Whistle-Blowing Policy*)

Please use this form to report any suspected serious misconduct, or breach or suspected breach of law or regulation, that may adversely affect the Group. You do not need proof — a reasonable belief is enough. You may be asked to assist with the investigation.

Fields marked * are required. If you do not know an answer, write "not known" — an incomplete report is better than no report. You may submit this form without giving your name; if you do, please note that we may not be able to seek further information from you or tell you the outcome.

Completed forms should be sent to the Chairman of the Audit Committee or the Chief Integrity Officer at the addresses in the Whistle-Blowing Policy, marked **Strictly Confidential**.

1. YOUR DETAILS

Item	Details
Name *	
Designation	
Department or organisation	
Contact number	
Email address *	
Do you wish your identity to be kept confidential from everyone other than those assessing and investigating this report? *	Yes / No

2. PERSON OR PERSONS CONCERNED

Item	Details
Name *	
Designation	
Department or organisation *	
Contact number	
Email address	

3. WITNESSES (IF ANY)

Item	Details
Name	
Designation	
Department or organisation	
Contact number	
Email address	

4. YOUR REPORT

Describe the misconduct or improper activity and how you came to know of it. Set out what happened, who was involved, and when, where and how it occurred. Number each allegation separately and attach additional pages if needed.

Question	Your answer
1. What misconduct or improper activity occurred? *	
2. Who was involved? *	
3. When did it happen, and when did you become aware of it? *	
4. Where did it happen? *	
5. What evidence can you provide, if any?	
6. Are any other parties involved?	
7. What other information would assist the investigation?	
8. Any other comments?	

Date:	Signature:
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5. HOW YOUR REPORT WILL BE HANDLED

We will acknowledge your report within five working days, if you have given us contact details. We will complete a preliminary assessment within ten working days to decide whether an investigation is needed. Investigations are carried out impartially by people independent of the matter. Subject to legal constraints, we will tell you the outcome.

Your identity and the information you provide will be kept strictly confidential and shared only with those who need it to assess, investigate or act on your report, or where the law requires disclosure. Personal data is handled in accordance with the Personal Data Protection Act 2010.

You are protected against retaliation, harassment, victimisation and unfair disciplinary action for making a report in good faith — including if the allegation later turns out to be unsubstantiated. If you experience retaliation, report it: retaliation is itself improper conduct under the Whistle-Blowing Policy.

DOCUMENT CONTROL

Document	Whistle-Blower Report Form
Forms part of	Whistle-Blowing Policy
Owner	Chief Integrity Officer
Approved by	Board of Directors
Date of approval	29 September 2026