



Linergy Power Sdn. Bhd.

Responsible Minerals Supply Chain Grievance Mechanism

1. Purpose

Linergy Power Sdn. Bhd. (hereinafter referred to as “Linergy”) is committed to adopting open and transparent method to hand grievances from stakeholders related to mineral extraction, transportation, trade, export, and processing of the minerals, so as to promote communication with stakeholders and to protect the rights of Linergy and its stakeholders. Linergy pledges to follow the Guidelines for Responsible the OECD Guidelines for Responsible Supply Chain Management of Minerals from Conflict-affected and High-risk Areas (Third edition) (hereinafter referred to as “OECD Guidance”) published by the Organization for Economic Co-operation and Development, Linergy Sustainable Supply Chain Management Policy, and the Due Diligence Management Policy for Responsible Mineral Supply Chains (hereinafter referred to as “Responsible Minerals Policy”) to establish this grievance mechanism.

2. Scope of Grievances :

2.1 Linergy accepts grievances that meet all of the following conditions:

- (a) Relevant to the Linergy’ s due diligence in mineral supply chains.
- (b) Damage to the interest of stakeholders due to the lack of responsible management in the mineral supply chain.
- (c) Violation of the requirements of the OECD Guidance, Linergy Sustainable Supply Chain Management Policy, Responsible Minerals Policy, and other relevant policies on responsible management of mineral supply chains.
- (d) The appeal is supported by sufficient, reasonable, and objective evidence.

2.2 Linergy shall not accept grievances that meet any of the following conditions:

- (a) Not related to the due diligence in mineral supply chains.
- (b) Unable to provide sufficient evidence to support the issues raised.
- (c) Malicious grievance.
- (d) Grievance that fall outside the scope of Linergy’ s internal mechanisms

3. Definition of Minerals

The term “minerals” referred includes cobalt, lithium, nickel, manganese, graphite, copper, and aluminum.

4. Grievance Handling Body

4.1 The Purchasing and Supply Chain Management Department is responsible for receiving external grievances, processing them, and reporting them to the Supply Chain Sustainability Committee.

4.2 The Supply Chain Sustainability Management Committee provides transparent responses to stakeholders regarding the content of grievances, including those from individuals, government organizations, non-governmental organizations, and any other external entities.



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5. Grievance Reporting Channel

- 5.1 The general public can send grievances to the email address: MYSPSCM-PCO@linerypowertech.com
- 5.2 The grievances information must include: name (anonymity is possible), organization, occupation, address, phone/fax/email, a detailed description of the grievances, and evidence to support the grievance. Note: The grievant may request that their identity be kept confidential, but they must provide contact information. With the third party complying with the procedures, the grievant may designate a third party to submit the grievances on their behalf.

6. Grievance Handling

- 6.1 Upon receiving grievance from members of the public, the Purchasing and Supply Chain Management Department shall promptly report it to the Supply Chain Sustainability Management Committee. Based on the content of the grievance, members of the Supply Chain Sustainability Management Committee will be responsible for following up on their handling. The Purchasing and Supply Chain Management will assist in investigating the grievance. If necessary, they may facilitate a dialogue between the grievant and the party against whom the grievance is directed for mediation, and shall inform within 15 working days whether the grievance falls within the scope of their jurisdiction.
- 6.2 If the content of the grievance is found to be true, Linergy will proceed in accordance with the risk management mechanisms stipulated in the Supply Chain Sustainable Development Management Policy and the Responsible Minerals Policy, and will inform the grievant of the outcome of the grievance handling process. The documentation related to the grievance handling process will be archived and retained for a minimum of 7 years.

7. Protection of Grievant

- 7.1 Linergy commits to maintaining complete confidentiality regarding the information of the grievant.
- 7.2 For employees who fail to comply with confidentiality requirements, thereby causing damage to the interests of the grievant, Linergy will impose penalties depending on the severity of the offense. In serious cases, the employment contract may be terminated and the matter will be referred to the judicial authorities. Those who engage in retaliation or instigate others to retaliate against whistleblowers will be dealt with strictly in accordance with the Linergy Supplier Code of Conduct and the Linergy Code of Conduct. Cases involving suspected illegal or criminal activities will also be referred to the judicial authorities.