



SEXUAL HARASSMENT POLICY

Our Commitment

TNB is committed to provide a workplace that is free from discrimination, harassment and retaliation. We believe every employee has the right to work in an environment that is respectful, safe and support their professional growth.

TNB does not tolerate any form of sexual harassment at work. Sexual harassment is against the law and will not be accepted under any circumstances.

TNB will take prompt and appropriate action to detect, prevent, and address any incidents of sexual harassment. We are committed to maintaining a workplace culture built on respect and professionalism. All employees will be given training on sexual harassment awareness and prevention, as part of TNB's commitment to a safe and harassment-free working environment.

Definition of Sexual Harassment

Anti-Sexual Harassment Act 2022 provides that sexual harassment refers to any unwanted conduct of a sexual nature, in any form, whether verbal, non-verbal, visual, gestural, or physical, directed at a person which is reasonably offensive or humiliating, or is a threat to their well-being.

Examples of conduct or behaviour which may constitute sexual harassment include, but are not limited to:

- a. Physical conduct
 - Unwelcomed physical contact including patting, pinching, stroking, kissing, hugging, fondling, or inappropriate touching.
 - Physical violence, including sexual assault.
 - Job-related threats or rewards to solicit sexual favours.
 - Insults related to a person's sex or gender.
 - Patronising or belittling remarks.
 - Sending sexually explicit messages via phone, email, or other communication channels.
- b. Non-verbal conduct
 - Displaying sexually explicit or suggestive materials.
 - Sexually suggestive gestures.
 - Whistling of a sexual nature.
 - Leering or inappropriate staring.

Applicability

This policy applies to all TNB employees, regardless of their role, location, or length of service. We also expect our vendors, contractors, and visitors to uphold the same standards and comply with all applicable laws relating to sexual harassment.

Reporting Sexual Harassment

Employees who experience or witness sexual harassment are encouraged to report it as soon as possible via <https://wbis.tnb.com.my> to support timely resolution. All reports will be treated as confidential and handled as quickly as possible. TNB will take appropriate corrective action, including disciplinary measures, where necessary.

TNB strictly prohibits any retaliation against individuals who report sexual harassment or take part in an investigation. Any form of retaliation is a serious breach of this policy and may result in disciplinary action, including termination of employment.

Reference

TNB's commitment is set out in the TNB Code of Business Ethics and the TNB *Kod Amalan Untuk Mencegah dan Membasmi Gangguan Seksual di Tempat Kerja*. This policy aligns with the Employment Act 1955 and the Anti-Sexual Harassment Act 2022.

Conclusion

TNB takes sexual harassment seriously and is committed to maintaining a workplace that is free from any form of harassment. All employees are expected to strictly comply with this policy and create a safe and respectful working environment for everyone.

"BETTER WORLD, BRIGHTER LIVES."



Datuk Ir. Ts. Shamsul Bin Ahmad
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