

WHISTLEBLOWING POLICY



At FGV Holdings Berhad ("FGV" or "the Group"), we are committed to the highest standards of integrity, transparency, and good governance. In line with Bursa Malaysia's Corporate Governance requirements and the Prime Minister's Directive No. 1 of 2018, FGV has established a **Whistleblowing Policy** to provide a secure and confidential avenue for employees, business partners, and members of the public to disclose any suspected **improper conduct**, including corruption, fraud, abuse of power, or breaches of FGV policies.

PURPOSE

The Whistleblowing Policy enables the FGV community to report concerns **in good faith, without fear of retaliation**. It ensures that disclosures are handled fairly, transparently, and in compliance with applicable laws, including the **Whistleblower Protection Act 2010**.

PROTECTION FOR WHISTLEBLOWERS

FGV strictly safeguards the **confidentiality and identity** of whistleblowers and protects them from any form of detrimental action. Protection, however, may be revoked if disclosures are proven to be malicious, false, or made in bad faith.

REPORTING CHANNELS

Any employee, business partner, or member of the public who becomes aware of actual or potential improper conduct within FGV is encouraged to make a disclosure through the following secure and confidential channels:

- **E-Form:** [FGV Website Whistleblowing Form](#)
- **Email:** alert@fgvholdings.com
- **Letter:**
The Whistleblowing Secretariat
Group Governance Management
Level 13 West, Wisma FGV
Jalan Raja Laut, 50350 Kuala Lumpur
- **Telephone:**
Malaysia: 1-800-81-1056
Other Countries: +6019-228-5347
- **In Person:** By meeting with the Whistleblowing and Detection (WBD) staff

THIRD-PARTY ACCOUNTABILITY

Suppliers, service providers, and business partners are also subject to FGV's whistleblowing framework. FGV reserves the right to investigate these parties to ensure compliance with the Group's **Anti-Bribery and Anti-Corruption (ABAC) policies**, reflecting our commitment to ethical and transparent business practices.

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GOVERNANCE AND OVERSIGHT

Disclosures are managed by the **Whistleblowing Secretariat** under the Group Governance Management (GGM). Oversight is provided by the **Board Governance & Risk Management Committee – Whistleblowing (BGRMC-WB)** and the **Whistleblowing Evaluation Committee (WBEC)**, ensuring impartiality and accountability in the handling of all cases.

OUR COMMITMENT

FGV values the courage of whistleblowers who step forward to protect the integrity of the organisation. We are committed to ensuring that all disclosures are acted upon promptly, fairly, and without bias, thereby strengthening trust among our employees, stakeholders, and the public.