

FPSO VENTURES SDN. BHD. WHISTLEBLOWING POLICY

In line with FVSB's zero tolerance approach towards bribery and corruption, FVSB is committed to conducting business with high standards of ethics and good Corporate Governance practices in its operations and in the workplace.

We encourage FVSB employees and business partners to report breaches of FVSB's Anti-Bribery and Corruption Policy, Code of Conduct, other related anti-bribery and corruption policies (as stated in the ABMS Policies Handbook & Code of Conduct Procedure) and anti-bribery management system (ABMS) procedures and internal or external regulations.

Whistleblowing contributes positively to the company and society because it allows negative conditions to be corrected.

What to Report

Misconduct, breaches or incidents of:

- **Bribery and corruption**
- **Breaches of FVSB's Anti-Bribery and Corruption Policy, Code of Conduct or laws and regulations.**
- **Fraud, theft and embezzlement**
- **Misuse of FVSB's funds or assets**
- **Non-compliance with FVSB policies and procedures**
- **Threats to life or health**
- **Damage to the environment**
- **Any other unethical conduct**

This policy is not intended for employees' grievances or complaints as governed by in the FVSB's Employee Handbook and Human Resources Policies, Procedures and Manual.

How to Report

Use the online Whistleblowing Form available in the company website to make a report which is submitted to *whistleblowing@fpsoventures.com*. All submissions are strictly confidential, safe and does not include any management interference. Any anonymous reports will not be entertained.

Incident Investigations

All whistleblowing disclosures shall be investigated in accordance with ABMS Whistleblowing Investigation Procedures (FVSB-BMS-PRP-ABMS-003)

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Confidentiality

A person making a disclosure will be provided with protection of confidentiality as far as practicable.

No reprisals against whistleblowers

Whistleblowers who raise concerns in good faith shall not suffer any reprisals as a direct consequence of making a disclosure and to safeguard such person's confidentiality who reports such allegations. Employees shall be protected against unfair treatment, harassment or victimization for disclosing any improper conduct, provided that the disclosure is made in good faith.

This holds true even if the results of subsequent investigation reveals that the disclosure made is mistaken as to the facts and procedures involved.

Anonymous Disclosures

All whistleblowers must provide their contact details in order to assist in fact findings, otherwise it may create difficulties in resolving the issue or concern.

As such, the report lodged must contain sufficient information for FVSB to determine credibility, likelihood of substantiating the allegation, confirming the source and done in good faith.

Follow-up notifications

Upon completion of the relevant incident investigation procedures, the whistleblower will be notified on the outcome of the disclosure. FVSB has a right to direct the disclosure to other relevant grievances channel if any such disclosure does not fall under this Whistleblowing Policy.



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**Chief Operating Officer
Capt. Stephen Sivaneswaren
FPSO Ventures Sdn. Bhd.**

16th August 2021

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