FGV Cleared to Export Palm Oil to U.S. Following Modification of WRO by U.S. CBP

KUALA LUMPUR, 16 JANUARY 2026 – FGV Holdings Berhad (FGV) is pleased to announce that the Group has been cleared by the United States (U.S.) Customs and Border Protection (CBP) to export palm oil and palm oil products to the U.S. following the modification of the Withhold Release Order (WRO), effective 15 January 2026.

In its statement issued at https://www.cbp.gov/newsroom/national-media-release/cbp-modifies-withhold-release-order-fgv-holdings-berhad-malaysia , CBP confirmed that products from FGV, its subsidiaries, and joint ventures are now admissible for entry into the commerce of U.S., provided the Group complies with all applicable U.S. laws and regulations.

FGV wishes to express its appreciation to the CBP for its guidance and responsiveness in modifying the WRO and recognising the Group's effort in remediating and enhancing labour practices. The Group also extends its gratitude to the Malaysian government and all stakeholders for their continued support and understanding throughout this process.

The modification follows FGV's sustained and comprehensive efforts to strengthen its labour practices in line with national regulations and international standards. These efforts included the implementation of a robust action plan to ensure that there are no International Labour Organization (ILO) Indicators of Forced Labour and child labour in FGV's operations.

Key actions undertaken by FGV include:

i. **Strengthening recruitment procedures** to align with ethical and responsible recruitment principles and standards, including institutionalising pre-departure and post-arrival recruitment fee investigations to address and remediate any recruitment fee paid by workers, as well as tightening due diligence in the vetting and appointment of recruitment agencies.
ii. **Implementing a recruitment fee reimbursement programme,** through which a total of 23,461 active and former workers has been reimbursed, in line with FGV's commitment to the principle of 'no recruitment fee'.
iii. **Enhancing living conditions for workers** by upgrading 2,520 houses and constructing 1,002 new units between 2024 and 2025.
iv. **Improving access to potable water in remote areas** by upgrading 27 FGV-owned water treatment plants and installing 1,193 water filters covering 55 sites.
v. **Expanding internet connectivity** for workers in remote areas through installation of internet satellites at 165 sites.

vi. **Implementing digital systems** to monitor and ensure compliance with labour standards, including hours of work, rest days and minimum wage requirements.
vii. **Prioritising workers' voices** through the Harmony Communication Committee at the estate level, enabling workers, via elected representatives, to provide feedback, share views, raise concerns and lodge complaints to management.
viii. **Strengthening grievance mechanism** by establishing the Group Grievance Management Committee as an oversight function and rolling out a third-party grievance channel. One of the channels is the FGV mobile application (FGV App), which allows workers to submit feedback or grievances via text or voice messages in their native language with the option of anonymity.
ix. **Collaborating with the National Union of Plantation Workers (NUPW)** to promote workers' right to freedom of association and union membership.

The modification of the WRO reflects the significant progress FGV has made in upholding labour standards, addressing gaps, and implementing sustainable reforms across its operations and supply chain.

"The modification of the WRO is an important milestone for FGV and reflects the progress we have made by consistently doing things rightfully and ethically. Through sustained reforms across our operations, we have strengthened labour practices, safeguarded human rights, and embedded sustainability into every aspect of our business. This outcome demonstrates that our commitment to responsible and ethical practices enables FGV to meet international standards and maintain access to key markets such as the U.S.," said Dato' Fakhrunniam Othman, Group Chief Executive Officer of FGV.

He added, "The rights, welfare, and voices of our workers remain at the heart of FGV's operations, and we embrace sustainability as a guiding principle in everything we do. We will continue to work with our teams and partners to ensure long-term value for all our stakeholders that include our people, business partners, communities, and the palm oil industry."

FGV's commitment is guided by its enhanced five-pillared Sustainability Framework, encompassing Economic Growth, Governance, Social, Environment and Innovation & Technology. With the WRO modification, FGV is further committed to advancing human rights and embedding sustainability across its operations and supply chain while aligning to evolving global ESG standards. FGV will continue to play its role, together with its stakeholders to promote responsible practices, support nation building and enhance the long-term resilience of the industry.