

FGV's Response to Statement by Tenaganita

FGV Holdings Berhad (FGV) refers to the statement by Tenaganita dated 1 September 2021, in which Tenaganita has denied that its collaboration with FGV is part of FGV's efforts to address the Withhold Release Order (WRO) issued by the US Customs and Border Protection (CBP).

FGV wishes to clarify that while reference was made to the collaboration between FGV and Tenaganita during the Q&A session at FGV's recent quarterly briefing, it was done in the context of FGV's overall effort to enhance its labour practices, and not as part of FGV's specific measures to address the US CBP WRO. The steps taken by FGV towards getting the WRO lifted have been highlighted in FGV's statement dated 30 August 2021.

Since the past couple of years, FGV has intensified its efforts towards ensuring compliance to human rights and labour standards and this is done through an amalgam of programmes and initiatives that focus on various aspects of our labour practices including recruitment procedures, grievance mechanisms, human rights capacity building and training programmes, as well as labour compliance monitoring systems, among other things. FGV considers its collaboration with Tenaganita to develop a human rights training module – to raise awareness among workers about their human rights – as an important component of FGV's long-term commitment and overarching agenda to strengthen and enhance its labour practices.

FGV values very much its working relationship with all partners or collaborators including Tenaganita and has no intention whatsoever to make use of its collaboration with Tenaganita or any other organisation to add credibility to

FGV's human rights records. FGV firmly believes that its human rights performance can only be determined by assessing objectively the application of human rights principles and labour standards in its operations.

FGV looks forward to continue collaborating with Tenaganita on the project that we have embarked on together and is confident that it will lead to greater awareness and understanding among workers about their human rights, which is crucial in creating an environment where the rights of workers are respected and fulfilled.

FGV shall make further announcements if there are any material development in respect of this matter.

FGV HOLDINGS BERHAD