

Kubota Malaysia Sdn Bhd

WHISTLEBLOWING HOTLINE

Kubota Malaysia Sdn Bhd is an organization with strong values of responsibility and integrity, and is committed to complying with all applicable laws and regulations in Malaysia. Kubota Malaysia Sdn Bhd is also committed to fostering an environment where open and honest communication is the expectation, not the exception.

The Kubota Group Whistleblowing Hotline is a reporting channel for raising concerns relating to risks or misconduct that may have a significant impact on the management and operations of Kubota Malaysia Sdn Bhd, including:

- * Bribery and corruption
- * Fraudulent or dishonest acts
- * Conflict of interest
- * Violation of applicable laws, regulations, or company policies
- * Misuse or unauthorized disclosure of confidential or sensitive information
- * Other serious misconduct or unethical behaviour

Information provided through the Kubota Group Hotline will be handled confidentially and reviewed by the designated personnel in accordance with the Company's whistleblowing procedures.

Reports through the Kubota Group Whistleblowing Hotline may be made anonymously or with your identity disclosed. Kubota Malaysia Sdn Bhd respects the preference of individuals to remain anonymous and will take reasonable measures to protect the confidentiality of the information provided. Reporters are encouraged to provide as many relevant details and supporting information as possible, whether reporting anonymously or with their identity disclosed.

Kubota Malaysia Sdn Bhd will not tolerate retaliation against anyone who raises a concern, reports suspected misconduct in good faith, or seeks advice regarding a potential violation.

All information provided through the whistleblowing channel will be treated on a confidential basis. Kubota Malaysia Sdn Bhd is committed to addressing all reports fairly, objectively, and with sincerity.

To submit a whistleblowing report to Kubota Malaysia Sdn Bhd, please access the following secure reporting portal:

<https://kubotaglobal.ethicspoint.com>