ENGRO CORPORATION LIMITED

WHISTLE-BLOW POLICY
(THE "POLICY")

Policy Owner:	Head of Internal Audit & Compliance Officer
Approver:	Board

Version No.	Date Approved	Description
1	December 2009	Initial approval
2	April 2010	Subsequent Modification
3	July 2016	Subsequent Modification
4	Oct 2024	Subsequent Modification
5	Oct 2027	Management Review Due

WHISTLE-BLOW POLICY

I. Glossary of Key Terms

BARC	Board Audit Risk Committee of the Company.
Board	the board of directors of the Company.
Company	Engro Corporation Limited.
Director	director of the Board.
E&C	Ethic and Compliance

II. Objective and Purpose

Engro Corporation Limited (Company) has adopted a number of policies related to ethics and responsible behavior which define the high standard of governance, business conduct and the way we do business across all our subsidiaries.

The Company expects employees, suppliers and contractors at all affiliated companies to not only abide by the standards of business conduct but also to **speak out** about any concerns they have regarding business ethics, safety, environmental performance, harassment and other employment related matters or other possible breaches of compliance.

III. Scope and Applicability

This Policy applies to:

- Engro Group and all its subsidiaries
- Engro Group Personnel whether full-time, part-time, contractual (together referenced in this policy as "employee(s)")

IV. Policy Statement

Employees are expected to notify their superior or write directly to the Ethics & Compliance at **speakout@engro.com** for any possible breach. Reporting of breaches or suspicion of breaches is in the interest of Engro and is expected behavior from employees and others acting on behalf of Engro.

Every effort will be made to maintain the confidentiality of complainants and to protect them from any form of retaliation or victimization for genuinely held concerns that are raised in good faith. Similarly, it should be noted that unfounded allegations made recklessly, maliciously or knowing that they were false can expose the complainant to disciplinary action.

In order to strengthen our Ethics compliance program and promote adherence to sound business conduct, all employees, customers, suppliers and contractors at Engro Corp and its subsidiaries are encouraged to report serious concerns that could have a significant impact on these organizations, such as actions that :

- are in violation to the Code of Conduct

- are unlawful or may damage the reputation of the Corporation or an affiliate
- are fraudulent and lead to a loss of assets
- may be intended to result in incorrect financial reporting
- are in violation of various corporate policies governing business conduct
- are in violation of Safety Health & Environmental standards applicable to the business
- give rise to harassment, discrimination, or other unfair employment practices

It should however be noted that the Ethics & Compliance Hotline is not intended to be used for reporting HR related issues for which a separate forum exists.

The Company undertakes that all complaints will be investigated confidentially by independent persons and feedback will be provided to the complainant as per the guidelines laid out in the Ethics & Compliance Manual.

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