

WHISTLEBLOWING IN 2026:

*The Law Changed. Has
Your Culture?*

PROGRAM DETAILS

FACULTY	DATE/TIME	FEE *	VENUE
Khoo Guan Huat	12 November 2026 9.00AM - 12.30PM	RM900 USD225	Asia School of Business

Note: *

- Excludes Sales & Service Tax (8%)
- Fee excludes accommodation at ASB Residential for outstation/ overseas participants but can be arranged at additional cost.
- USD Pricing is indicative pricing. All fees are invoiced in Malaysian Ringgit (RM). USD amounts are shown for reference only and will vary based on the prevailing exchange rate at the time of payment.

Program Overview

On 15 January 2026, a major amendment to Malaysia's Whistleblower Protection Act came into force, closing gaps that had stood since 2010. Since 2020, every Bursa Malaysia listed issuer has had to establish, publish, and review a whistleblowing policy. On paper, the architecture is in place.

But architecture is not the same as protection. Malaysia ranks above the global average on power distance, according to the GLOBE study, meaning employees are far less likely to question or report upward, policy or not. Regulators elsewhere have already learned this lesson, moving away from simple tick-box supervision toward judging what happens inside an organization.

This session brings the law and its practical reality into the same room: what has changed, where your board now stands exposed, and whether the system you have built is one to trust.

Learning Outcomes

- Identify what has changed under the recent amendments to Malaysia's whistleblower protection law, and where personal exposure begins for directors and officers
- Recognize the correct procedure for receiving oral and informal whistleblower complaints, including the officer's duty to record them
- Explain how power distance and organizational hierarchy affect whether employees report wrongdoing
- Evaluate a whistleblowing channel for accessibility, anonymity, intake, and escalation
- Articulate why an organization's values and everyday behavior, not policy alone, determine whether a whistleblowing framework works in practice

Who Should Attend?

- **Directors, company secretaries, compliance officers, and heads of legal or risk** who carry responsibility for their organization's internal reporting framework. Also essential for **senior management and business unit heads** at every level, since this is set and cascaded by leaders throughout the organization, not held by the board or compliance function alone.

Program Outline

Whistleblowing in 2026: The Law Changed. Has Your Culture?

Topic 1: The Legal Landscape (Part 1)

Covers what has changed under the recent amendments to Malaysia's whistleblower protection law and why. Sets out where personal exposure begins for directors and officers, including penalties of up to RM100,000 in fines or 15 years' imprisonment for breaching a whistleblower's identity.

Topic 2: The Legal Landscape (Part 2)

Clarifies why a formal written complaint is not required: an oral report to an enforcement agency is enough, and recording it is the officer's duty, not the whistleblowers. Closes with practical guidance on designing a channel employees will use, covering accessibility, anonymity, intake, and escalation.

Topic 3: Beyond the Policy

A guest session on why regulators around the world are moving away from tick-box supervision toward judging what happens inside an organization, where culture, values, leadership signals and everyday behaviour determine whether misconduct is challenged and reported, and whether whistleblowing frameworks actually work in practice.

Faculty



Khoo Guan Huat read law at the University of Malaya and began his legal career with the Attorney-General's Chambers, Malaysia, in 1987 before transitioning to private practice in 1993, focusing on litigation and arbitration matters. He is now practising from Khoo Chambers.

He is frequently engaged as senior counsel in civil and commercial disputes, including those involving intellectual property rights. His portfolio includes acting as lead counsel for the Customs and Tax Administration of the Kingdom of Denmark, as well as the State Governments of Johor and Kelantan, in various litigation proceedings. In 2008, he represented the former Chief Justice, Tun Mohd Dzaiddin, in inquiry hearings conducted by a Royal Commission set up by the Malaysian Government.

Designated by the Malaysian Government, Guan Huat currently serves on the International Centre for Settlement of Investment Disputes' (ICSID) Panels of Arbitrators and Conciliators (2021–2027). He has also appeared as an expert witness on Malaysian law in arbitration and litigation matters in the United States and Singapore.

He advises on regulatory and compliance matters, including financial services, anti-corruption, anti-money laundering, product liability, and competition law.

Beyond practice, he is an Adjunct Senior Lecturer at the Asia School of Business (in collaboration with MIT Sloan Management), where he regularly speaks on corporate liability and corporate governance matters.



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