

SUSTAINABILITY STATEMENT (Cont'd)

Our Progress

SAMEE Group remains firmly committed to protecting the health and well-being of all employees and contractors as part of our broader EESG strategy. To this end, we have implemented a formal Occupational Health and Safety Management System ("OHSMS") that is guided by legal requirements, recognised standards, and best practices such as ISO 45001 and the Occupational Safety and Health Act ("OSHA"). This system is further strengthened by our internal Environmental Health and Safety ("EHS") procedures, providing a cohesive framework that applies across all operational sites in Malaysia, Singapore, and Thailand.

The OHSMS outlines clearly defined roles and responsibilities at all organisational levels and facilitates the proactive identification, evaluation, and mitigation of workplace hazards. By embedding safety into the operational fabric of our business, we aim to enhance regulatory compliance, reduce risk exposure, and foster stakeholder trust.

Risk Management and Incident Response

Our occupational risk management is guided by the HIRARC framework, alongside internationally recognised best practices. Trained and competent personnel conduct structured risk assessments, prioritising hazards based on potential impact. Control measures are implemented in accordance with the hierarchy of controls, from elimination to PPE, and are reviewed periodically by site-level EHS officers and Committees.

All employees are empowered to report hazards through confidential channels, with full protection under our zero-reprisal policy. Any act of retaliation is subject to disciplinary action. Furthermore, employees have the right to withdraw from tasks they reasonably believe pose a safety threat. In such cases, the affected area is immediately secured, and follow-up actions are taken before work resumes.

Where incidents, such as near misses, injuries, or occupational illnesses, do occur, SAMEE Group follows a structured investigation protocol. Cross-functional teams including EHS personnel and relevant supervisors conduct a root cause analysis using the fishbone method, examining factors across six domains: measurement, material, method, manpower, environment, and management. Findings are used to develop corrective and preventive actions ("CAPA"), which are tracked to closure and shared across operational sites to support continuous improvement.

Worker Participation and Engagement

SAMEE Group actively cultivates a safety-first culture by embedding robust mechanisms for worker consultation and participation in our OHS processes. Employees are formally represented through Joint Health and Safety Committees ("JHSCs"), EHS Committees ("EHSCs"), and OSHE meetings.

Employee input plays a central role in shaping our safety practices, from participating in hazard assessments and developing Safe Work Procedures ("SWPs") and Emergency Response Plans to contributing insights during Gemba Walks, incident reviews, and post-audit feedback sessions. Regular communication through bulletins, posters, and toolbox briefings reinforces safety awareness at all levels.

Employee Health and Wellness

Beyond physical safety, SAMEE Group adopts a holistic approach to workforce well-being. On-site support includes first aid stations, departmental medical kits, and designated rest areas. For broader care needs, employees are referred to a network of affiliated healthcare providers for general check-ups, minor treatments, and specialist referrals.

We also run preventive health and wellness programmes such as annual health screenings, nutrition counselling, and lifestyle management initiatives. Specialised screenings are offered to employees aged 35 and above to address age-related risks. Regular workshops covering chronic disease prevention, mental health, and stress management are conducted to encourage health ownership and resilience.

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OHS Across the Value Chain

SAMEE Group extends its safety standards to external stakeholders, including contractors, suppliers, and service providers, as part of our zero-tolerance approach to safety breaches. We conduct workplace evaluations for hazardous tasks such as chemical handling, machinery operation, and welding, enforcing appropriate risk controls including PPE use and Job Safety Analyses.

Health and safety impacts across the product and service lifecycle, from design and testing to deployment, are also assessed. Where needed, design modifications are introduced to reduce exposure risks. All third-party partners are subject to due diligence reviews. Non-compliance is addressed through corrective actions or disengagement, ensuring that our business relationships uphold the same high standards as our internal operations.

Performance Monitoring

In FY2025, SAMEE Group maintained a proactive safety stance through structured risk controls, regular internal audits, and responsive incident reporting. All cases of work-related injuries and ill health were recorded and investigated in line with the Occupational Safety and Health (Amendment) Act 2022, with learnings used to inform preventive actions. Recognising that well-being extends beyond physical safety, SAMEE Group introduced several holistic health initiatives aimed at improving both physical and mental resilience. These included fatigue management protocols, ergonomic risk assessments, BMI-focused wellness challenges, and daily step-tracking campaigns to promote active lifestyles. The Group also continued to collaborate with certified EHS trainers to deliver advanced safety training modules, such as First Aid, Fire Safety, and Hazardous Materials Handling, ensuring technical competence among frontline staff and supervisors.

We track performance using internationally recognised indicators, including the Lost Time Incident Rate ("LTIR") based on 200,000 hours worked. This data is reviewed regularly by the Risk and Sustainability Committee to shape strategic safety initiatives.

Complementing our prevention efforts, we promote workforce vitality through recreational wellness programmes, including futsal, football, badminton, table tennis, and weekly health activities. These initiatives foster a supportive, stress-aware work environment and contribute to our goal of achieving a zero-harm culture.

Performance data is reviewed regularly by the Risk and Sustainability Committee and used to inform strategic safety initiatives, reinforcing the Group's commitment to a zero-harm culture. For detailed, year-on-year OHS performance data and incident rate calculations, please refer to the accompanying tables.

GRI 403-9 Work-related injuries	a. For all employees:
i. The number and rate of fatalities as a result of work-related injury;	0
ii. The number and rate of high-consequence work-related injuries (excluding fatalities);	0
iii. The number and rate of recordable work-related injuries;	12
iv. The main types of work-related injury;	<ul style="list-style-type: none"> • Minor lacerations due to PPE violation. • Back pain due to ergonomic issue
GRI 403-9 Work-related injuries	b. For all workers who are not employees but whose work and / or workplace is controlled by the organisation:
i. The number and rate of fatalities as a result of work-related injury;	0
ii. The number and rate of high-consequence work-related injuries (excluding fatalities);	0
iii. The number and rate of recordable work-related injuries;	0
iv. The main types of work-related injury;	N/A

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GRI 403-9

Work-related injuries

c.. The work-related hazards that pose a risk of high-consequence injury, including:

i. how these hazards have been determined;

- **Workplace Risk Assessments:** Conducted regularly across all departments and job sites, focusing on high-risk tasks (e.g., machinery use, electrical work, and working at height).
- **Job Safety Analysis:** Task-based reviews to break down activities and identify inherent hazards.
- **Incident and Near-Miss Reports:** Analysis of past injuries and near misses to identify patterns and areas of concern.
- **Internal Audits and Safety Inspections:** Periodic inspections by safety officers to detect physical and procedural hazards.
- **Worker Feedback and Safety Committees:** Engagement with workers to gather observations on unsafe conditions and practices.

ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period;

Sharp edges

iii. actions taken or underway to eliminate these hazards and minimise risks using the hierarchy of controls.

Engineering Controls, Administrative Controls and PPE Control.

		FY2023	FY2024	FY2025
Bursa C5(a) Number of work-related fatalities	Number	N/A	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	N/A	0.35	0.49
Bursa C5(c) Number of employees trained on health and safety standards	Number	N/A	2,040	2,359

All reported incidents were investigated and addressed using SAMEE Group's internal EHS protocols, including root cause analysis, corrective actions, and review by safety committees. These findings continue to inform our continuous improvement programs aimed at eliminating hazards and promoting a safer, healthier work environment. The detailed breakdown of common safety metrics is provided in the table below.