

SUSTAINABILITY
STATEMENT (Cont'd)

Labour Practices and Rights

Our Approaches, Strategies, Targets & Initiatives

SAMEE Group recognises that fair labour practices, respect for human rights, and continuous employee development are fundamental to building a resilient, inclusive, and high-performing organisation. We adopt a holistic approach to workforce management that goes beyond compliance, actively fostering a workplace culture rooted in dignity, equity, and opportunities for growth.

Our labour policies are aligned with applicable labour laws in Malaysia, Singapore, and Thailand, as well as international standards such as the International Labour Organisation (“ILO”) conventions. We uphold a zero-tolerance stance against discrimination, forced or child labour, and any form of inhumane treatment. SAMEE Group is committed to providing fair and transparent employment terms, ensuring freedom of association where applicable, and promoting equal access to training and career advancement. These principles are operationalised through structured Human Resources procedures, formalised in transparent employment contracts, and supported by accessible and confidential grievance mechanisms.

Employee engagement remains central to our labour strategy. We conduct regular employee satisfaction surveys, exit interviews, and structured feedback sessions to identify areas for improvement and ensure our employment practices remain responsive to evolving expectations. In parallel, we extend our labour standards to contractors and key suppliers, assessing their performance against our ethical expectations through internal evaluations and third-party reviews where applicable.

By embedding ethical labour practices, proactive employee engagement, and strong governance mechanisms into our operations, SAMEE Group fosters an inclusive, respectful, and resilient workplace. These measures help mitigate labour-related risks, enhance workforce stability, and support our long-term commitment to upholding human rights across the value chain.

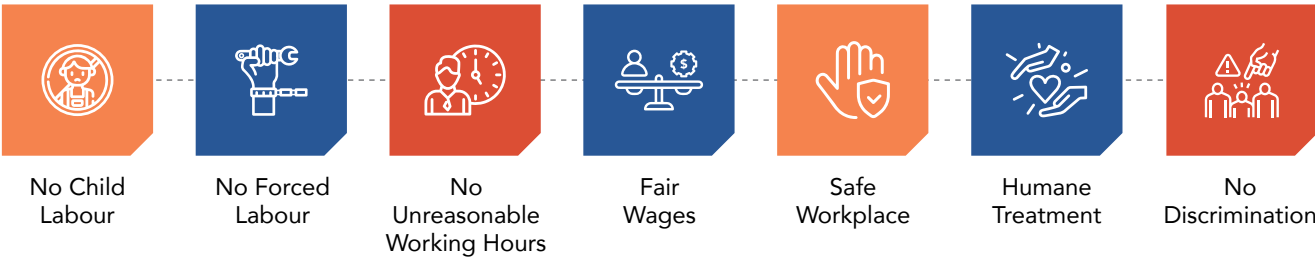


Figure 4: Labour Rights Upheld at SAMEE

Our Progress

In FY2025, SAMEE Group reinforced its commitment to upholding fair labour practices and human rights across all operations in Malaysia, Singapore, and Thailand. We maintained a record of zero substantiated human rights violations, reflecting the effectiveness of our controls, grievance mechanisms, and communication channels.

Our grievance handling system, governed by a strict zero-retaliation policy, is supported by dedicated Human Resource personnel and ensures that all employees have access to safe and confidential reporting avenues. SAMEE Group also implemented targeted initiatives such as the Employment of Foreign Workers Policy, Child Labour Prohibition Policy, and procedures to support workplace inclusiveness, including religious accommodations and non-discriminatory practices. In FY2025, we recorded zero substantiated human rights violations, reaffirming the effectiveness of our controls and communication channels.

Beyond internal operations, our labour standards are extended to contractors and key suppliers. We regularly evaluate supplier performance through structured assessments and, where necessary, third-party reviews to ensure alignment with SAMEE Group’s ethical employment expectations.

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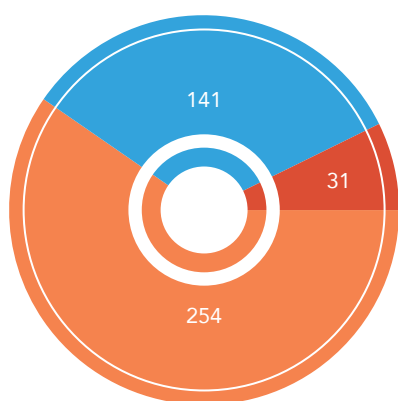
We continue to strengthen engagement with our workforce through employee satisfaction surveys, exit interviews, and structured feedback sessions, helping us identify areas for improvement and align our employment practices with evolving expectations. These ongoing efforts support a workplace culture rooted in dignity, equity, and compliance with international labour standards.

The following tables highlight SAMEE Group's commitment to provide transparency on employee turnover across categories, and report on cases of substantiated complaints related to human rights:

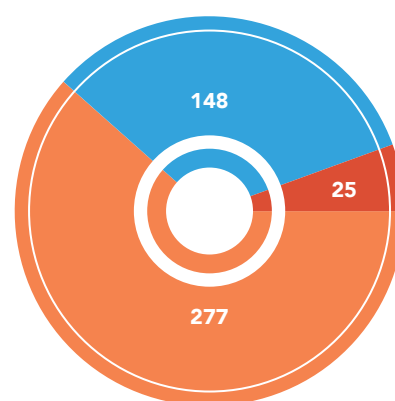
		FY2023	FY2024	FY2025
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	N/A	15.80	15.51
Bursa C6(c) Total number of employee turnover by employee category				
Management level	Number	N/A	31	25
Exempt level	Number	N/A	141	148
Non-Exempt level	Number	N/A	254	277
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0	0

Bursa C6(c)

(Total number of employee turnover by employee category)



FY2024



FY2025

Management level Exempt level Non-Exempt level

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Responsible Labour Practices Across Operations and Supply Chains

SAMEE Group upholds the highest standards of ethical labour practices across our operations and supply chain, with a strict zero-tolerance policy for both child labour and forced or compulsory labour. These standards are embedded through the Group's adoption of the Responsible Business Alliance ("RBA") Code of Conduct, the Labour and Ethics Policy, and the Child Labour Prohibition Policy, all of which are enforced across our operations in Malaysia, Singapore, Thailand, and among our suppliers.

In FY2025, no operations or suppliers were identified to be at risk for incidents of child labour or forced labour. Comprehensive due diligence confirmed that:

- No workers below the legal minimum age were employed across the Group's operations or supplier sites.
- No young workers were exposed to hazardous work conditions.
- No instances of bonded, trafficked, or coercively employed labour were found across geographic or operational segments.

Preventive and proactive measures remain in place, including age verification at hiring, and strict employment documentation procedures. Suppliers are to comply with RBA-aligned requirements, which are reinforced during procurement screening and vendor onboarding. All suppliers are also required to adhere to the Supplier Code of Conduct and the Supplier Sustainability Policy. Additional safeguards include transparent and retaliation-free grievance mechanisms, as well as ongoing audits and self-assessments. In addition, the Labour and Ethics Policy clearly prohibits bonded labour, human trafficking, and any form of coercion. It also mandates that all employment be freely chosen and voluntary. SAMEE Group's internal and supplier-facing frameworks ensure continued monitoring, training, and escalation procedures in the event of non-compliance.

This performance reaffirms SAMEE Group's commitment to international labour rights and reinforces our standing as a reliable and responsible partner for customers and stakeholders who prioritise transparency, ethical sourcing, and EESG-aligned business practices.

Security Personnel Trained in Human Rights Policies or Procedures

SAMEE Group ensures that all personnel responsible for site security are appropriately trained on the application of human rights principles in the context of their roles. In FY2025, 100% of security personnel, including both in-house staff and third-party providers, received formal instruction.

Additionally, we uphold a respectful and ethical workplace. No human rights-related complaints were recorded throughout the reporting year, underscoring our commitment to upholding fair labour practices and compliance across our regional operations.

Benefits provided to full-time employees

Types of benefits	Descriptions
Leaves	Annual Leave, Marriage Leave, Maternity Leave, Paternity Leave, Compassionate Leave, Sick leave
Allowance	Travelling Allowance
Insurance	Group Personal Accident Insurance, Group Hospitalisation and Surgical Insurance
Others	13 th Month Annual Wages Supplement, Long Service Award

At SAMEE Group, we recognise that our people are our greatest asset. In line with our commitment to responsible employment practices and the promotion of social well-being, we extend a suite of comprehensive benefits to all full-time employees. These benefits are designed to promote employee health, well-being, work-life balance, and long-term retention, reflecting our alignment with international labour standards and best practices in employee welfare.

Our parental leave and maternity/paternity support policies to reflect SAMEE Group's position as a family-supportive employer. Return-to-work and retention rates for parental leave remain at 100%, demonstrating the effectiveness of our policies in supporting employees through key life stages.

SUSTAINABILITY STATEMENT (Cont'd)

Parental Leave

SAMEE Group is committed to supporting female employees during one of life's most significant transitions: parenthood. We offer parental leave benefits to confirmed full-time employees.

Entitlements include:

- Up to 98 calendar days of maternity leave, inclusive of public holidays, covering both pre-natal and post-natal periods.
- Reassignment to alternative duties, where applicable, to ensure the health and safety of the expecting employee while maintaining operational continuity.
- Seven (7) consecutive days of paid paternity leave for legally married male employees, applicable up to five (5) childbirths.

This policy reinforces our commitment to promoting shared parental responsibilities and supporting employees in achieving work-life integration.

Retirement Policy

In support of fair employment practices and effective workforce planning, SAMEE Group upholds a clear and transparent retirement policy. As stipulated in Company Policy Section 8, all employees are subject to the following retirement provisions:

- Mandatory retirement upon reaching 60 years of age, regardless of gender.
- Advance notification provided by the Human Resource Department one (1) month prior to the retirement date, ensuring sufficient time for transition planning and succession management.
- Commitment to Employee Well-Being and Compliance

SAMEE Group continually reviews and enhances its employment policies to align with evolving legislative requirements, stakeholder expectations, and best-in-class human capital management standards. Our proactive approach to employee welfare underpins our corporate responsibility objectives, talent retention strategies, and sustainable growth ambitions.

Incidents of Discrimination and Corrective Actions Taken

As part of our commitment to fostering an equitable and respectful workplace that attracts, develops, and retains a diverse and talented workforce, SAMEE Group closely monitors and discloses our performance in managing discrimination-related grievances. We uphold a zero-tolerance stance toward workplace discrimination, supported by a comprehensive Code of Conduct and grievance mechanisms that enable employees to report concerns confidentially and without fear of retaliation.

In FY2025, no incidents of discrimination were reported across all SAMEE Group operations in Malaysia, Thailand, and Singapore. Consequently, no remediation actions were necessary, and no cases required further escalation, review, or disciplinary measures. This outcome is reflective of a workplace culture grounded in fairness, dignity, and inclusivity, which remains central to our human capital strategy.

Our incident management framework ensures that, should any discrimination-related grievance arise, it will be formally acknowledged, investigated by the appropriate internal committee, and addressed through a structured remediation process aligned with Group-level governance and local labour laws. This performance indicator reinforces SAMEE Group's broader commitment to ethical conduct and workforce well-being, key enablers in maintaining high employee engagement and long-term retention.

Employee Learning and Development

Our Approaches, Strategies, Targets & Initiatives

SAMEE Group views continuous learning and development as a strategic enabler of workforce agility, innovation, and long-term business continuity. We invest in structured, inclusive training programmes to future-proof our talent and ensure that our workforce remains responsive to evolving industry demands.

Employee Learning initiatives are delivered through a blend of on-the-job training ("OJT"), external certifications, and our internal digital learning platform: SAM University. This platform offers accessible, self-paced modules that support technical, leadership, soft skills, and compliance training across all job levels and geographies. Our development framework is guided by five key pillars: alignment with business priorities, core competency development, leadership and succession planning, digital and functional agility, and engagement through meaningful learning pathways.