

SUSTAINABILITY STATEMENT (Cont'd)

Benefits Provided to Full-time Employees

SAMEE Group offers a comprehensive range of employee benefits to support well-being, work-life balance, and long-term retention, reflecting responsible employment practices across various life and career stages.

Types of Benefits	Description
Leave	Annual Leave, Marriage Leave, Maternity Leave, Paternity Leave, Compassionate Leave, Sick Leave
Allowances	Travelling Allowance
Insurance	Group Personal Accident Insurance; Group Hospitalisation and Surgical Insurance
Other Benefits	13th Month Annual Wage Supplement; Long Service Award

Parental leave policies provide maternity and paternity benefits for confirmed employees, including reassignment where required to support health and safety.

Employee & Community Engagement Initiatives

SAMEE Group recognises that strong engagement with employees and surrounding communities supports workforce cohesion, operational resilience and long-term business sustainability. Guided by its Corporate Social Responsibility ("CSR") Policy, the Group implements structured engagement initiatives aligned with its values, operational priorities and business strategy. Community investments are governed through defined approval and monitoring processes to ensure effective allocation and measurable social impact.

Employee Engagement Initiatives

The Group promotes employee engagement through structured programmes designed to strengthen workplace relationships, support well-being and reinforce organisational culture across manufacturing sites and offices.

In FY2026, initiatives included team-building and employee appreciation activities aimed at enhancing cohesion and morale, such as annual team-building sessions, quarterly bonding activities, long-service recognition, festive celebrations and employee appreciation programmes across multiple locations.

FY2026 Employee Engagement: Fostering Culture and Well-being

Spotlight on Well-being and Recognition

April 2025

Long Service Awards at Eastin Hotel, Penang



June 2025

Health Screening – PERKESO



SUSTAINABILITY STATEMENT (Cont'd)

FY2026 Employee Engagement: Fostering Culture and Well-being

Spotlight on Well-being and Recognition

July 2025

Badminton Tournament – SAMEE Sports and Recreational Club



November 2025

Fishing Tournament – SAMEE Sports and Recreational Club



Promoting Diversity, Equity and Inclusion ("DEI")

June 2025

Durian Party



September 2025

Corporate Team Building at DoubleTree by Hilton Damai Laut Resort



October 2025

Deepavali Celebration



March 2026

Hari Raya Celebration



SUSTAINABILITY STATEMENT (Cont'd)

FY2026 Employee Engagement: Fostering Culture and Well-being

Promoting Diversity, Equity and Inclusion ("DEI")

April 2025

World Earth Day Group Wide Tree Sapling Initiative



February 2026

Chinese New Year Celebration



Employee involvement in Corporate Social Responsibility ("CSR") programmes, including charity, environmental and education initiatives, further supports engagement while reinforcing a culture of shared responsibility. These efforts contribute to workforce stability, collaboration and sustained engagement across operations.

Community Engagement Initiatives

Community engagement is guided by the CSR Policy, which defines principles for programme selection, funding and monitoring. Community programmes are aligned with defined focus areas, including:

Education

Youth
Development

Community
Well-being

Environmental
Stewardship

Employee-supported
Social
Initiatives

These initiatives support the Group's long-term strategy by strengthening talent pipelines, enhancing community relationships, and maintaining its social licence to operate.

Education and youth development remain a key priority. In FY2026, SAMEE Group supported underprivileged students through the Titian Harapan (Bridge of Hope) Programme, providing academic assistance, scholarships, and back-to-school support. The Group also supported vocational and diploma-level students through sponsorships aimed at strengthening technical education pathways and workforce readiness.

FY2026 Community Engagement: Building a Sustainable Future

Environmental Stewardship

April 2025

Program Lestari Hijau at Anjung Indah Balik Pulau
– Collaboration with the Penang State Forestry Department
to commemorate World Earth Day

