

SAMAIDEN

**SAMAIDEN GROUP BERHAD
201901037874 (1347204-V)**

HUMAN RIGHTS POLICY

1. Purpose

Samaiden is committed to respecting, protecting and promoting internationally recognised human rights and fair labour practices across its operations, projects and value chain. This Policy sets the minimum standards that govern how we treat employees, contractors, suppliers and affected communities in every jurisdiction where we operate, and reflects the expectations set out in the Securities Commission Malaysia SEDG Human Rights & Labour Practices guidance, Securities Commission Malaysian Code on Corporate Governance, International Labour Organization (ILO), United Nations Global Compact, and United Nations Guiding Principle on Business and Human Rights.

2. Scope

This Policy applies to all employees (permanent and contractual staff) within the Samaiden Group, its subsidiaries and its associated companies.

We trust that all external parties engaged with Samaiden Group, including joint venture partners, business partners, and vendors, will comply with this Policy.

3. Core commitments

Samaiden commits to the following minimum standards across its operations and value chain:

3.1 Safe and healthy workplace

At Samaiden, the wellbeing and safety of our people and communities are of utmost importance to us. We are committed to eliminating or minimizing any work-related hazards where practicable to maintain a “zero harm” work setting to our people and communities in which we operate.

We will provide safe working conditions that comply with applicable occupational health & safety laws and our internal HSE standards. Safety is a non-negotiable core value on all project sites.

3.2 Prohibit forced, bonded and child labour

We do not tolerate forced, bonded, indentured, trafficked or compulsory labour in any form. We prohibit the employment of children below the minimum legal working age and will follow best practice for young workers.

3.3 Fair wages, benefits and working hours

We will comply with applicable wage laws, minimum wage requirements and regulations on working hours, overtime and statutory benefits. We will aim to promote a good work-life balance for our employees through provisions of leave entitlement and medical coverage, workplace, and worktime flexibility strategies.

3.4 Non-discrimination, diversity & equal opportunity

We prohibit discrimination and harassment on grounds of race, ethnicity, nationality, gender, age, religion, disability, sexual orientation, or other protected status. Employment decisions will be based on merit.

We promote diversity and inclusion throughout our organisation, ensuring equal opportunities and fair treatment for all employees.

3.5 Responsible recruitment & foreign worker protections

We require ethical recruitment practices: no recruitment fees charged to workers, no retention of identity documents, and clear written employment terms. Where foreign workers are employed, we will implement additional safeguards to prevent exploitation.

3.6 Support training and lifelong learning

We are committed to empowering our employees through structured training and continuous learning. The company supports ongoing professional development by providing comprehensive training initiatives that enhance knowledge, skills, and competencies. Wherever possible, we aim to offer career advancement opportunities and foster an environment that encourages lifelong growth.

3.7 Grievance & remedy mechanisms

We will maintain accessible, confidential and effective grievance channels for employees, contractors and affected stakeholders. Relevant stakeholder may report breach of this Human Right Policy or concern over current practices using the Whistleblowing hotline at whistleblowing@samaiden.com.my.

We will investigate complaints promptly and fairly, and where Samaiden has caused or contributed to adverse human rights impacts, we will provide or cooperate in appropriate remediation. Samaiden will ensure that no retaliation is taken against any individual who raises a concern in good faith.

3.8 Human Rights Due Diligence

Samaiden commits to conducting human rights due diligence that is appropriate to the size, nature and context of its operations, projects and business relationships. This includes identifying, assessing, preventing, mitigating and accounting for how actual and potential human rights impacts are addressed across its activities and value chain.

Where risks or impacts are identified, Samaiden will integrate the findings into its internal processes and decision-making, take appropriate actions to address such risks or impacts, and track the effectiveness of the responses.

4. Supply chain

Samaiden expects suppliers and contractors to meet these Policy standards and may take appropriate actions where significant non-compliance is identified. Key requirements include:

- Written employment contracts, accurate workforce records and lawful employment of all workers;

- No use of forced or child labour;
- Safe working conditions and mandatory HSE compliance;
- Respect for freedom of association; and
- Endeavor to provide positive, productive, and supportive work environments.

5. Governance and Oversight

The Board of Directors has oversight over this Human Rights Policy and its implementation. Management is responsible for executing this Policy across the Group's operations, projects and business relationships, and for reporting periodically to the Board on material human rights risks, issues and actions taken.

6. Monitoring, Reporting and Continuous Improvement

All offices, sites and facilities shall monitor and evaluate the issues being raised through their complaint channels regularly to identify trends in human rights that may require changes to management systems, processes, or activities.

This Human Rights Policy and related management practices will undergo periodic review and shall be updated on an on-going basis to align with evolving risks and impacts. Where appropriate, material human rights matters and the Group's approach to managing such matters will be communicated through the Samaiden's sustainability and corporate reporting.



Datuk Ir Chow Pui Hee
Group Managing Director
Samaiden Group Berhad

Effective date: 10th Feb 2026 Revision No.: 0