

AHAM Capital's Employees' Wellbeing Policy Statement

Objective

At AHAM Asset Management Berhad ("AHAM Capital"), we recognise that our long-term success is built on the talent, dedication, and wellbeing of our people. We deeply value our employees and are committed to fostering a respectful, inclusive, and fair workplace where everyone is treated with dignity. Our approach to managing our workforce reflects our belief that human rights are fundamental, not only to individual wellbeing but also to the strength and sustainability of our business.

AHAM Capital's Employees' Wellbeing Policy ("Policy") outlines our commitment to upholding the rights of all employees, supporting ethical labour practices, and promoting a culture rooted in respect and responsibility. It provides guidance on how social impacts are identified, addressed, and managed across the company operations.

This policy promotes employee wellbeing by encouraging healthy lifestyles, mental resilience, and work-life balance through flexible options and accessible resources. It aims to reduce stress and burnout, foster an inclusive and respectful culture, and ensure support systems are easy to access, supporting overall health and engagement.

As a responsible corporate entity, we extend this Policy to our network of suppliers and vendors, encouraging them to align with our commitment to ethical labour practices.

Scope

This Policy applies to all employees of AHAM Capital, including full-time, part-time, temporary, probationary, casual, interns and contract employees. We strive to communicate the views expressed in this policy to our suppliers and encourage them to fulfil their responsibilities with respect to human rights.

Our Commitments

AHAM Capital and its subsidiaries ("the Company") are dedicated to complying with the applicable national laws and regulations in the jurisdictions where we operate. We strive, to the best of our ability, to safeguard the health, safety, and welfare of our employees and all individuals affected by our operations. Furthermore, the Company is committed to upholding and adhering to international human rights standards, including:

- i) Principles for Responsible Investing ("PRI");
- ii) United Nations' Sustainable Development Goals ("UN SDG");
- iii) UN Guiding Principles on Business and Human Rights;
- iv) The International Labour Organisation ("ILO") Declaration on Fundamental Principles and Rights at Work

While we recognise the value of international standards, in cases where there is a discrepancy or conflict between local legal requirements and international frameworks, AHAM Capital will prioritise adherence to local laws. At the same time, we will seek to engage constructively with relevant stakeholders to explore opportunities for aligning our practices with internationally recognised human rights standards, where feasible and appropriate within the local context.

Our Principles & Approach

• Employees

AHAM Capital's approach to nurturing the wellbeing of our people is guided by the following principles:

a. Non-discrimination

We uphold zero-tolerance for any form of discrimination. Our employees are provided with equal career opportunities regardless of race, religion, gender, age, sexual orientation, disabilities, or nationality.

b. Fair Employment Conditions

We comply with applicable laws and regulations governing working hours, benefits and wages. We remunerate our employees equitably based on qualifications, skills, and experience relevant to work performance expectations.

c. Health and Safety

We provide safe, healthy, and conducive working environments, free from occupational hazards that could lead to injury, illness, or other adverse effects on employees' wellbeing. This includes maintaining a productive workplace and implementing safe work practices and emergency preparedness.

d. Workplace Security

We are committed to providing a safe and respectful workplace environment that is free from all forms of violence, harassment, humiliation, and intimidation.

e. Privacy/Data Protection

We respect the privacy of all individuals including our employees and are committed to ensuring the protection of personal data in accordance with applicable data protection regulations.

f. No Child or Forced Labour and Human Trafficking

We comply with applicable laws regarding the minimum legal working age in the jurisdictions in which we operate. We prohibit the use of involuntary labour, such as forced and bonded labour, slavery, and human trafficking.

g. Community Rights

We recognise and respect the legal and customary rights of local communities and indigenous people, as well as the need to protect the basic human rights of marginalised groups, including persons with disabilities.

h. Right to Collective Action

Respect the legal and social acknowledgement of individuals' rights to form or join groups. This right emphasises collective bargaining and often includes provisions for collective representation without the need for formal associations.

We encourage employees to voice their concerns and suggestions for improving their wellbeing in the workplace. Employee feedback is highly valued, and we regularly seek input through direct engagement, focus groups, and surveys. Our open-door policy, upheld by leadership, invites all employees to speak up and share their thoughts. We ensure that every employee is informed of this Policy, along with the Human Resource Policies & Procedures and Employees' Code of Conduct, which outlines key practices and policies related to employee benefits, development, retention, and recruitment.

The Human Resources ("HR") Department is responsible for overseeing the effectiveness and adequacy of this policy. Any complaints or concerns raised will be handled with fairness, ensuring that all relevant parties are heard. The HR department will take the necessary action if a breach of this policy occurs, addressing any reported inappropriate behaviour in a timely manner.

• Suppliers and Vendors

AHAM Capital's Supplier Code of Conduct outlines our expectations for all suppliers regarding their responsibilities and standards related to environmental protection, labour rights, and governance practices. This includes the prohibition of child and forced labour, the protection of worker health and safety, and the safeguarding of private information, all of which are aligned with this Policy. While we recognise that suppliers are independent entities, we consider the submission of suppliers' own Code of Conduct or equivalent policies for assessment and approval as part of the procurement process.

Grievance Mechanism and Remedy

Grievance mechanism

At AHAM Capital, we are dedicated to fostering a respectful, inclusive, and open work environment. We ensure that direct and frequent communication is established at the workplace between management and our employees, actively promoting dialogue and mutual understanding at all levels of the organisation.

We support both formal and informal channels for feedback and engagement, which include:

- Town hall event
- Employee surveys
- Employee feedback to manager/HR Department

We commit to managing stakeholder concerns and complaints ("grievances") in a planned, timely, and respectful manner. At AHAM Capital, grievance is defined as any problem, concern or complaint related to work or the work environment. This may involve any act, omission, situation or decision that a stakeholder perceives as unfair,

discriminatory or unjustified. Examples of grievances include, but are not limited to:

- Workplace violence
- Sexual harassment
- Performance appraisal
- Discrimination
- Violent or threatening behaviour
- Insubordinate behaviour

To address grievance effectively, AHAM Capital's implementation is anchored upon internal Human Resource Policies and Procedures that enable employees to raise concerns about the company's activities or those linked to it that may impact their rights. The grievance procedure within the Human Resource Policies and Procedures outlines each step, from the initial complaint to the final decision that both managers and employees must follow to raise issues and seek resolutions.

These mechanisms are designed to resolve disputes efficiently, investigate allegations of misconduct or abuse and provide appropriate remedies for affected parties.

Remedial Actions and Implementation

AHAM Capital undertakes to provide for and cooperate in reasonable, fair and equitable remediation when business activities result in adverse human rights impacts. To enable early resolution and direct remediation of grievances, the Company has established the following mechanisms:

i) Whistleblowing Reporting Channels: Employees may report violations of internal policies or any illegal, unethical, or improper conduct via the Company's whistleblowing email channel, which is managed by the Whistleblowing Committee.

ii) Awareness and Prevention Programmes: AHAM Capital conducts regular awareness and prevention programme for all staff to:

- Promote and practice healthy workplace relationships, behaviours and attitudes.
- Empower employees to intervene in and report disrespectful or problematic behaviour.

iii) Corrective Actions and Policy Adjustments: Depending on the nature of the grievance, the Company may implement:

- Revisions to workplace policies or procedures.
- Enhanced training programmes to address identified gaps.
- Disciplinary actions against individuals found in violation of policies.

Monitoring & Reporting

To effectively assess the impact of our workers' wellbeing initiatives, we establish and implement a clear set of indicators that serve as tools to monitor progress, evaluate outcomes, and identify opportunities for continuous improvement. Accountability is maintained through regular review and adaptation of our practices based on these assessments. In the interest of transparency, we will regularly disclose relevant information on our workers' wellbeing commitments, actions, and performance to stakeholders.

Governance

The Group Sustainability and Governance Committee ("GSMC") provides oversight on implementation of the company's overall sustainability strategy and integration initiatives. All policies related to sustainability, including this Policy, are overseen by the GSMC and approved by the Board. This Policy will be reviewed and updated as and when necessary, by the HR department.

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