

## Employment Policy (Since 2021)

---

As a responsible employer, Lagenda Properties Berhad (“Lagenda” or the “Group”) is committed to fair employment and labour practices, guided by the United Nations Universal Declaration of Human Rights, and national labour laws or regulations. This Policy is to be read in conjunction with our Human Rights Policy and Safety and Health Plan, and is applicable to all current and future employees and workers of Lagenda.

The following broad principles reflect the values that the Group upholds within its operations.

a. Recommended Work Days and Hours

The working hours of the Group’s employees shall comply with applicable laws. However, we discourage excessive working hours as far as reasonably practicable within the constraints of effective business operations. Any excessive hours will be compensated in accordance with prevailing laws.

b. Wages

We operate in full compliance with the national wage, overtime and benefits laws, and are committed to meeting the national minimum wage for all employees. To determine employee remuneration, we comply with statutory requirements such as EPF, SOCSO, HRDF and LHDN. We will also provide avenues for our employees to develop their personal and professional skills and capabilities and offer advancement opportunities where possible.

c. Health and Safety

We comply with all applicable national health and safety legislations to provide our employees and workers with a safe, healthy, productive and conducive working environment. We will also minimise the risks of accidents, injuries and fatalities by providing all employees and workers with adequate health and safety training for their line of work. We are dedicated to preventing work-related injuries and aim for zero fatalities year-on-year.

d. Local Employment

We prioritise local employment throughout our operations as they are more knowledgeable of local culture required to perform market research, to contribute to local wealth creation, and to create more employment opportunities.

e. Community Rights

We strive to support the communities in which we operate through the employment of underprivileged groups, including those from deprived backgrounds, having poor social status, and with no formal education or qualifications. We also want to minimise youth unemployment through apprenticeships or graduate placements within the company.

f. Privacy and Data Protection

We respect the confidentiality of our employees' personal information and treat all personal data with integrity.

This Policy has been approved by the Board of Directors on 5 January 2022.