



HUMAN RIGHTS POLICY

TUAH is firmly committed to respecting and upholding human rights in all aspects of its business operations, which is embedded across our related policies, frameworks, guidelines and processes.

This Policy applies to all Employees, as well as our Stakeholders and interested parties, and extends, as far as is reasonably practicable, to our projects and operations carried out through Partners, Suppliers, and third-party Contractors.

TUAH upholds and respects all internationally recognized human rights principles as set out in the *International Bill of Human Rights* and the *International Labour Organization's Declaration on Fundamental Principles and Rights at Work*. We are guided by the *United Nations Guiding Principles on Business and Human Rights (UNGPs)* and the *OECD Guidelines for Multinational Enterprises on Responsible Business Conduct*, while complying with all applicable laws in the countries where we operate.

Our commitment also includes the adoption of a risk-based due diligence approach to identify, prevent, mitigate, and address actual and potential adverse human rights impacts arising from activities performed across the organization and within our business operations. We are equally committed to providing effective grievance mechanisms and ensuring access to remedies where rights may be affected.

This Policy is approved by the Board of Directors of **TUAH** and is guided by other key governance documents, including our Code of Ethics and Professional Conducts.

The full Policy and associated guidelines are available to all interested parties upon request and shall be reviewed periodically to ensure continued relevance and effectiveness.

A handwritten signature in black ink, appearing to read "Ir. Azan Bin Zainuddin".

GROUP CHIEF EXECUTIVE OFFICER

Ir. AZAN BIN ZAINUDDIN

1 January 2026