

KERJAYA PROSPEK GROUP BERHAD

Registration No. 198401010054 (122592-U)

HUMAN RIGHT POLICY

Initial Issue Date : 28 August 2026

Custodian : Human Resource Department

HUMAN RIGHT POLICY

OBJECTIVE

Kerjaya Prospek Group Berhad (“Kerjaya”) respects and supports the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights and the rights of all employees. We use these frameworks to guide the development and implementation of this policy.

SCOPE

This Policy applies to all Kerjaya’s operation, its Directors, employees, associates, partners, agents, vendors, suppliers, contractors, consultants and other third-party service providers. We are committed to working with our associates and business partners to encourage them to uphold respect for human rights as outlined in our policies and to encourage them to have similar commitments within their own business practices.

COMMITMENTS

As a responsible corporation, we shall endeavour to meet standards and practices that are consistent with internationally recognised principles. We do not tolerate unethical labour practices such as child labour, forced or compulsory labour, restriction of freedom of movement.

We respect the rights of our employees, stakeholders and communities through our commitments which include, but are not limited to:

a) Equal Opportunities and No Discrimination

We promote diversity and inclusion and will not condone discrimination. We are committed to providing equal opportunity to all employees, we ensure a diverse and representative workforce profile through the promotion of employment equality.

There shall be no discriminatory practices in the Group’s operations on the basis of race, religion, gender, sexual orientation, disability, age, nationality, culture, and background. This shall be applied to the Group’s employment practices, including recruitment, performance evaluation, promotions, disciplinary actions, etc.

b) Harassment or Abuses

We will maintain a workplace that is free from physical, psychological or verbal abuse, or harassment including bullying and sexual harassment. We provide a conducive working environment that is characterized by equality and mutual respect. We take all reasonable measures to prevent such

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incidents and deal promptly and fairly with any reports of sexual harassment in a confidential and discreet manner.

c) Safety and Health

We provide a safe, secure and conducive workplace environment for employees. Every Employee must diligently observe and comply with all Occupational Health, Safety and Environment laws and regulations.

d) Forced Labour

Kerjaya and its suppliers and sub- contractors shall not knowingly use or promote the use of forced or bonded labour and shall take appropriate measures to prevent the use of such labour in connection with their activities.

e) Rights of Children and No Child Labour

We will adhere to minimum age provisions of applicable laws and regulations, being consistent with the United Nations Convention on the Rights of the Child and the relevant standards under the International Labour Organization. We are committed to ensuring that no young children are employed directly by Kerjaya or our contractors.

f) Working Hours and Minimum Wage

The Group complies with applicable laws and regulations governing working hours and minimum wage requirements. We ensure employees' working hours do not exceed the maximum limits permitted by the applicable laws and regulations. We also ensure applicable minimum wage requirements are complied with.

g) Freedom of Association and Collective Bargaining

We respect the rights of all employees to freedom of association and collective bargaining in accordance with applicable laws and regulations

IMPLEMENTATION

We commit to periodic reviews and assessments of our business activities to identify both positive and negative impacts on human rights.

Through the awareness and training & communication initiatives, we shall engage and educate all levels of the workforce within Kerjaya to enable them to understand their responsibility in respect of human rights and to empower them to positively influence and encourage our business partners.

RESPONSIBILITIES AND REPORTING

The responsibility to respect human rights resides in all of our employees. The oversight of this Policy is led by the Board of Directors, the Risk Management and Sustainability Committee and Group Human Resources. The implementation and administration of this policy is the responsibility of the Head of Department.

Within Kerjaya, there are firmly established grievance procedures and whistle blowing channels which are available to all of our employees and external parties. An employee who whistleblows will be accorded with protection of confidentiality of identity, be protected against any adverse and detrimental actions for disclosing any improper conduct committed.

We commit to investigate all violations of this policy through:

Whistleblowing Email: whistleblowing@kerjayagroup.com

This Policy is approved by the Board of Kerjaya on 28 August 2026.