



Linergy Power Sdn. Bhd.

Labor Rights Protection Policy

1. Purpose

Linergy power sdh. (hereinafter referred to as “Linergy” “we” or “the Company”) adheres to the core values of “Refine, Enable, Strive and Innovate.” It strengthens the protection of employees’ rights, provides a wider range of benefits to its staff, and continuously creates a safe, healthy, comfortable, warm, and harmonious work environment as well as fair opportunities for development.

This policy mandates that Linergy comply with all applicable laws and regulations regarding labor rights protection. This includes, but is not limited to :

- (a) the Malaysian Employment Act 1955 (EA);
- (b) Industrial Relations Act 1967;
- (c) Trade Unions Act 1959;
- (d) Occupational Safety & Health Act 1994;
- (e) Personal data Protection Act 2010 (PDPA);
- (f) as well as other relevant laws and regulations, standards , guidelines both domestically and internationally such as the International Labor Organisation (ILO Standards), OECD , Responsible Business Alliance (RBA) Code of Conduct .

2. Scope of Application :

This policy covers all Linergy employees (including those employed under various forms of employment) and applies to all stages of business operations. We also encourage suppliers, partners, and other stakeholders to actively comply with this policy, and to work together with us to protect the rights of our employees.

3. Prohibit Child Labor and Forced Labor

3.1 Linergy strictly implements laws and regulations such as the Prohibition of Child Labor. Various measures are taken during the employee recruitment, onboarding approval, and registration processes to ensure that no child labor is employed, and that minors who are hired receive the special protection prescribed by law.

3.2 Linergy prohibits all forms of forced labor, contract labor, labor in exchange for debt repayment, labor that is coercive or involuntary, and labor that uses punishment as a means of intimidation. It is strictly forbidden for any department or individual to force employees to work by using violence, threats, or illegal re-strictions on personal freedom.

4. Protection of Employees’ Rights and Human Rights

4.1 Linergy respects the rights of employees to freely and voluntarily form or join groups, in accordance with regulatory requirements, in order to promote and protect their labor rights. Employees are able to associate and gather freely without fear of retaliation, intimidation, or harassment.

4.2 The labor union serves as the voice for employees’ rights and is also the primary coordinator of relations between Linergy and its staff. It has signed a Collective Bargaining Agreement with the Company. On matters that directly affect employees’



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interests, employees can raise their concerns through the labor union organization and negotiate with the Company's management. All employees of Linergy have the rights to join the labor union voluntarily.

4.3 Linergy complies with the human rights provisions of the Responsible Business Alliance (RBA) Code of Conduct, as well as standards and regulations such as the United Nations Universal Declaration of Human Rights. It respects and protects human rights, and makes every effort to identify, mitigate, and prevent human rights risks within Linergy and its supply chain.

5. Employee Compensation and Promotion

5.1 Linergy adheres to the principle of equal pay for equal work, providing employees with salary standards that comply with the laws and regulations of the countries and regions in which it operates. The salary structure varies depending on the employee's rank and position.

5.2 Linergy establishes a performance-based incentive compensation system that covers all employees, sharing the fruits of company development with them in order to motivate employees to grow and develop together with the Company.

5.3 In terms of promotion management, Linergy adheres to the principles of openness, fairness and justice. Through continuous optimization, a scientific promotion management process has been established to ensure that outstanding talents are identified within Linergy and that they have the opportunity for personal career development.

6. Diversity, Equality, and Inclusion

6.1 Linergy always strives to create a diverse and inclusive work environment and continuously builds a workforce that is both diverse and varied in composition.

6.2 Linergy strictly opposes any form of discrimination and treats all employees equally. Employment, treatment, and promotions shall not be influenced by an employee's national origin, race, nationality, gender, religion, age, sexual orientation, political affiliation, or marital status, among other social identities.

6.3 Linergy is committed to maintaining a work environment free from harassment and abuse. Threats to employees or any form of harsh, inhumane treatment are not permitted, including but not limited to verbal abuse, harassment, psychological intimidation, mental and physical oppression, and sexual harassment. Upon discovery of such incidents, the individuals involved and the relevant managers will be disciplined and corrective actions will be taken. The information of those who report such incidents will be protected to prevent retaliation, ensuring that all employees are treated with respect and dignity.

6.4 Linergy regularly provides all employees with training on anti-discrimination and anti-harassment in the workplace, and has established corresponding reporting procedures to deal seriously with any instances of discrimination or harassment. In



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cases where there is a suspicion of illegal or criminal behavior, the matter will be referred to the judicial authorities for handling.

6.5 Linergy supports the development of local communities and commits to respecting and protecting the human rights of all external stakeholders. It actively coordinates and addresses any direct or indirect human rights impacts that may arise from its operations on these stakeholders, such as property rights/land rights, rights to self-determination, and rights to safety and security.

7. Working Conditions

7.1 Linergy actively strives to create a happy and harmonious working environment for its employees, reasonably arranges their rest time, and provides all employees with excellent benefits, including but not limited to accommodation subsidies, social insurance and housing fund contributions, holiday benefits, additional leave, annual health check-ups, birthday gifts, and team-building activities.

7.2 Linergy places great emphasis on balancing employees' work and personal life. It provides facilities and equipment, encourages them to join or form interest groups, regularly organizes various sports competitions, and occasionally holds social events to help employees create a happy life.

7.3 Linergy cares about the family lives and health of its employees. It provides freedom for employees and collaborates with local governments to facilitate the application process for affordable housing, helping to solve employees' housing issues. Additionally, Linergy regularly organizes family days to enable employees' families to get to know Linergy better.

7.4 Linergy actively supports its employees in taking care of their families. It provides employees with welfare leave to help them better manage their family responsibilities. Linergy also makes every effort to address the education needs of employees' children, collaborating with local educational authorities to ensure that these children have access to schooling.

7.5 Linergy pays attention to the rights female employees. It provides paid leave such as prenatal check-up leave, maternity leave, and breastfeeding leave, and provides "mother room" to create a safe and comfortable environment for breast-feeding.

7.6 Linergy provides assistance to employees in need. Linergy has established the Linergy Mutual Aid Emergency Fund to assist employees and their families in urgent situations, such as illness, injury, or disaster, to help alleviate their financial burdens.

8. Employee Growth and Development

8.1 Linergy places great emphasis on talent development and retention, conducting recruitment, performance evaluation, talent development, and training management in a fair manner. It continuously improves its training management system and organizational structure, establishes a systematic talent development mechanism, and sets up diverse



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pathways for employee development, providing multi-level training programs and opportunities for growth for its talents.

8.2 Linergy promotes a culture of “Quick Learning” and is dedicated to creating a learning organization. We encourage employees to enhance their skills through continuous learning, which in turn boosts overall team effectiveness. Based on thorough research, we develop training plans that cover various areas, including management skills, professional expertise, industry knowledge, and personal development.

8.3 Linergy provides comprehensive training for all employees to enhance their capabilities, creates a fair and open talent environment, and facilitates the mutual growth of both talents and the Company.

9. Occupational Health and Safety

9.1 Linergy strictly complies with relevant laws and regulations such as the ISO45001 standard requirements. It has established an Occupational Health and Safety Management System, striving to create a safe, healthy, and comfortable working environment. Linergy is committed to protecting employees as well as contractors’ employees working within its premises from any occupational injuries.

9.2 Linergy regards the implementation of intrinsic safety and the improvement of working conditions as key priorities, continuously enhancing safety and occupational disease prevention facilities to create a healthy and safe working environment for all employees and contractors.

9.3 Linergy provides PPE for its employees, installs occupational health protection facilities such as dust collectors and silencers, as well as safety protection devices like gratings and protective plates. Linergy conducts regular inspections related to occupational health, supervises the implementation of safety standards in the work environment, and strictly adheres to the requirements for managing occupational health records.

9.4 Linergy has formulated a series of emergency response plans, including the Emergency Response Plan for Work Safety Accidents. It has also established Initial Fire Response Team and Fire Strike Team to continuously strengthen its emergency response capabilities. Regular emergency drills at all levels are conducted to continuously enhance the Company’ s emergency response capabilities.

9.5 Linergy has established a Company-wide Work Safety Responsibility System that clarifies the safety responsibilities of each position. 100% of employees sign the “Safety Production Responsibility Letter.” Additionally, Linergy sets annual safety production targets related to their respective job functions for personnel in each department, which are included in the annual performance evaluation.

10. Employee Communication

10.1 Linergy actively listens to employee opinions and pays close attention to their concerns, placing great value on what employees have to say. It has established both



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online and offline channels for communication to understand the true thoughts of its staff and to respond in a timely manner. Online communication channels include the HR platform, a service hotline, and employee satisfaction surveys; offline channels include employee meetings and face-to-face discussions with the president. Additionally, the labor union regularly organizes employee representative meetings and participates in the formulation of rules and regulations that significantly affect employees' interests, effectively ensuring that employees' rights to information, participation, and supervision are upheld.

10.2 Linergy encourages employees to participate, provide feedback, and report any conduct that violates the provisions of this policy. Employees may express their concerns and complaints anonymously, without fear of retaliation or intimidation.