SKYWORLD DEVELOPMENT BERHAD

OCCUPATIONAL HEALTH AND SAFETY ("OHS") POLICY

17 July 2025

TABLE OF CONTENTS

1.0   OBJECTIVES

SkyWorld Development Berhad ("**SkyWorld**" or "**Company**") and its subsidiaries (collectively the "**Group**") are committed to fostering a workplace that prioritises the safety, health, and well-being of SkyWorld's employees, contractors, suppliers, and other external stakeholders, recognising that occupational health and safety ("**OHS**") is a fundamental aspect of the company's business operations. A strong OHS culture is essential to safeguarding lives, enhancing productivity, and ensuring business continuity. SkyWorld is committed to uphold the highest standards of health and safety management across all operational activities, beyond compliance with applicable local and international regulations.

The objectives of this Policy are to:

a. Provide and maintain a safe and healthy work environment by identifying, assessing, and mitigating risks that could result in injury, illness, or harm.

b. Ensure compliance with all applicable occupational health and safety laws, regulations, and industry standards, including the Occupational Safety and Health Act 2022 ("**OSHA 2022**"), which applies to all workplaces in Malaysia.

c. Promote a proactive safety culture through education, training, and open communication.

d. Extend OHS responsibilities to contractors, suppliers, and external service providers, ensuring they adhere to SkyWorld's health and safety standards.

e. Establish and maintain accurate records of OHS performance, including incident reports, training records, and compliance documentation, to facilitate monitoring, evaluation, and continuous improvement.

f. Implement continuous improvement measures to enhance workplace safety performance through monitoring, audits, and corrective actions and preventive actions.

2.0   SCOPE

The policy applies to:

a. **Employees:** All permanent, temporary, full-time, part-time, probationary and contract staff, as well as interns.

b. **Business Associates:** Suppliers and other intermediaries involved in providing goods, services, or labour to SkyWorld and its subsidiaries, whether directly or through subcontracting arrangements. This includes, but is not limited to, suppliers, vendors, contractors, consultants, business partners, associates, distributors, agents, licensees, manufacturers, sub-contractors, and other third parties involved in the value chain, regardless of contractual relationship.

c. **External Stakeholders:** Visitors, including clients, investors, regulatory representatives, and other authorised parties, who access SkyWorld's workplaces or project sites.

All parties covered under this Policy are expected to comply with its provisions and uphold the highest standards of occupational health and safety in their respective roles.

3.0 DEFINITIONS

Board of Directors and Senior Management	Individuals responsible for providing strategic direction and overseeing SkyWorld's operations.
Business Associates	Subsidiaries, suppliers, vendors, contractors, consultants, agents, partners, and other third parties and intermediaries engaged in delivering services or goods, services, or labour to or on behalf of SkyWorld, thereby impacting its value chain, are distinct from external stakeholders.
Employees	All permanent, temporary, full-time, part-time, probationary and contract staff, as well as interns.
External Stakeholders	Individuals, groups, or entities outside of SkyWorld who may be impacted by or have an interest in the company's operations, products, or services. This includes, but is not limited to, clients, investors, suppliers, regulatory authorities, non-governmental organisations ("NGOs"), and community representatives.
Group	Refers to the collective of SkyWorld Development Berhad and its subsidiaries.
Hazard	A condition or situation in the workplace with the potential to cause injury, illness, or harm.
Imminent Danger	Serious risk of death or serious injury.
Near-misses	Workplace events that did not result in injury or damage but had the potential to do so.
Policy	The term "Policy" refers exclusively to this Occupational Health and Safety Policy, unless stated otherwise.

4.0 ABBREVIATIONS

HIRARC	Hazard Identification, Risk Assessment and Risk Control
OHS	Occupational Health and Safety
OHSAS 18001	Occupational Health and Safety Assessment Series 18001
OSHA 2022	Occupational Safety and Health Act 2022
PPE	Personal Protective Equipment
QHSE	Quality, Health, Safety, and Environment

5.0 POLICY

5.1 Safety Risk Management and Compliance

SkyWorld is committed to minimising workplace hazards by integrating systematic risk management and strict compliance measures into all operational processes, including:

5.1.1 Entrusting the CEO of SkyWorld, as a member of the Board of Directors, with oversight and strategic management of OHS-related matters to ensure integration with SkyWorld's broader risk management framework and business objective

5.1.2 Ensuring OHS governance through Safety and Health Committee composed of both employee and management representatives, with systematic reporting to Management and the Board for oversight and continuous safety improvements.

5.1.3 Appointing a safety and health coordinator for all workplaces with five or more employees.

5.1.4 Adopting an Integrated Quality, Health, Safety, and Environment ("QHSE") Management System that complies with Occupational Health and Safety Assessment Series 18001 ("OHSAS 18001") and ISO 45001, or an equivalent standard.

5.1.5 Conducting Hazard Identification, Risk Assessment and Risk Control ("HIRARC") for all operational sites, including due diligence for new projects, to identify potential OHS hazards and implementing appropriate control measures.

5.1.6 Implementing emergency response procedures and ensuring preparedness for workplace hazards, including fire, structural risks, and hazardous material handling.

5.1.7 Ensuring all workplace incidents, near-misses, and injuries are reported, investigated, corrective and preventive actions communicated across the Group to prevent recurrence.

5.1.8 Ensuring strict compliance with all applicable health and safety laws and international best practices.

5.2 Employee Health and Safety

SkyWorld is committed to ensure physical, mental, and emotional health to foster a strong safety-first culture in daily operations to prevent workplace accidents and improve employee well-being, including:

5.2.1 Providing safe and healthy working conditions for the prevention of work-related injury and ill health, including the provision of adequate and appropriate personal protective equipment ("PPE").

5.2.2 Implementing proactive hazard elimination strategies based on risk assessment findings.

5.2.3 Empowering employees with the right to remove themselves from a work situation which they have reasonable justification to believe presents an imminent danger, provided they have informed their supervisor or employer of the danger and the employer has failed to take immediate corrective action.

5.2.4 Providing continuous training and awareness in OHS to employees, contractors, and suppliers to enhance safety awareness and competency.

5.2.5 Promoting a healthy and safe workplace culture to prevent all forms of accidents and ill health.

5.2.6 Encouraging active safety consultation and participation of employees, workers and interested parties.

5.2.7 Promoting open communication to encourage employees and external stakeholders to report safety concerns without fear of retaliation.

5.2.8 Preventing excessive working hours by ensuring compliance with local laws on working hours and overtime while implementing measures to promote work-life balance.

5.2.9 Maintaining a workplace free from bullying, harassment, and discrimination through clear policies, preventive measures, and management training.

5.3 **Business Associates Health and Safety**

SkyWorld is committed to extending the safety commitments to business associates, ensuring they adhere to the Company's OHS standards when operating on-site, including:

5.3.1 Implementing a contractor pre-qualification process, ensuring that business associates have established safety policies, and risk mitigation strategies prior to engagement and project commencement.

5.3.2 Acknowledging that main contractors may have their own established OHS policies and management systems, and SkyWorld's requirements will align with or build upon the main contractor's policy where applicable, ensuring a consistently high standard of safety on site.

5.3.3 Requiring all contractors and suppliers to comply with SkyWorld's OHS standards, safety protocols and legal requirements to maintain a secure work environment.

5.3.4 Conducting periodic OHS audits and site inspections to ensure business associates compliance with health and safety regulations.

5.3.5

5.4 **Continuous Improvement in OHS**

SkyWorld is committed to improving the Company's Safety and Health performance, OHS Management System and the policies which drives the achievement of the Company's objectives, including:

5.4.1 Conducting periodic OHS performance reviews to ensure compliance, identify areas for improvement, and refine safety measures to drive continuous safety enhancements.

5.4.2 Maintaining accurate records of OHS performance, including incidents, risk assessments, and compliance audits, to track progress and inform continuous improvement efforts.

5.4.3 Benchmarking OHS performance against industry standards to ensure continuous alignment with best practices.

5.4.4 Holding leadership, employees, and contractors accountable for maintaining workplace safety standards by tracking Monthly SkyWorld Safety Index and addressing non-compliance issues through management with unachieved targets for two consecutive months being reviewed.

6.0   PROCEDURES

6.1   Reporting of Policy Non-Compliance

6.1.1   Any violations of this policy should be reported to whistleblower@skyworld.my in accordance with SkyWorld's Whistleblowing Policy. Reports can be made anonymously, and the confidentiality of the reporter's identity is assured.

6.1.2   Whistleblowers are protected against reprisal or retaliation, and are immune from disciplinary action, provided that the report is made in good faith, without providing false or misleading information, is not made with malicious intent or ill will, is not frivolous or vexatious, and is not made for personal gain or agenda.

6.1.3   Failure to adhere to SkyWorld's OHS standards may result in corrective actions, including contract suspension or termination for external parties, and disciplinary measures for employees, in accordance with SkyWorld's policies and contractual obligations.

6.2   Policy Review and Approval

6.2.1   The Policy will be reviewed at least annually (or more frequently as needed) to ensure it remains aligned with evolving legal, industry, and best practice standards.

6.2.2   This Policy has been reviewed and approved by the Board of Directors on 17 July 2025.

===THE END===