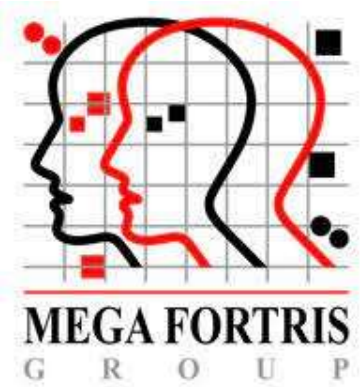


MEGA FORTRIS BERHAD

CHILD LABOUR POLICY

Mega Fortris Berhad and its Group of Companies endeavors to provide a conducive working environment that is characterized by equality and mutual respect. The Company will not tolerate the use of child or forced labour, nor exploitation of children in any of its global operations and facilities.

1. Definition

Child labour, as defined by the **International Labour Organization (ILO) Convention** is "work by children under the age of 12; work by children under the age of 15 that prevents school attendance; and work by children under of age of 18 that is hazardous to the physical or mental health of the child.

2. Procedure

In the conduct of its business, Mega Fortris:

a) Will not employ children that falls into the definition as stipulated by ILO Convention, notwithstanding any national law or local regulation.

b) Will comply with all the applicable child labour laws, including those related to wages, hours worked, overtime and working conditions;

c) Is against all forms of exploitation of children. The Company does not provide employment to children before they have reached the legal age to have completed their compulsory education, as defined by the relevant authorities;

d) Expects its business partners and associates to have and uphold similar standards and abide by country-governing laws in countries wherein they operate.

e) It is the responsibility of The Management and Human Resource Department to implement and ensure compliance with this policy at all Mega Fortris operations and facilities.

Policy updated on 1st January 2026

No. 29, Jalan Anggerik Mokara 31/47, Kota Kemuning, Seksyen 31, 40460 Shah Alam, Selangor, Malaysia. +603 5122 6118 +603 5121 7118 www.megafortris.com