

HUMAN RIGHTS POLICY

Alkahfi Lestari Oil & Gas Sdn Bhd is committed to fostering a workplace where every individual is treated with fairness, respect, and dignity. We believe that success should be based on knowledge, skills, and abilities, and we strive to prevent any negative human rights impacts within our operations. Where such impacts occur, we are dedicated to minimizing and addressing them promptly.

Our Human Rights Policy is aligned with the fundamental principles set forth in ALOGSB's Code of Conduct. While this Policy includes illustrative examples, it is not limited to these scenarios and may apply broadly to all situations that may arise in relation to human rights and ethical conduct. Compliance with this Policy is mandatory and monitored through a principle-based approach.

This Policy is intended to be read alongside relevant laws and regulations, including the Employment Act, Children and Young Persons (Employment) Act, and the ALOGSB Code of Conduct.

The purpose of this Policy is to clearly communicate the standards to which ALOGSB is committed. We strictly prohibit any form of violence, forced labor, child labor, discrimination, harassment, bullying, and retaliation in the workplace. Such conduct is unacceptable and will not be tolerated.

This Policy applies to all employees, directors, officers, contract staff, contractors, and consultants working within ALOGSB and its wholly owned subsidiaries, as well as joint venture companies under ALOGSB's control. Contractors and consultants acting on behalf of ALOGSB must also comply with this Policy. We ensure its enforcement in all joint operations where ALOGSB acts as the lead operator, and encourage similar standards to be adopted in joint ventures where ALOGSB is not the controlling party.