FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING POLICY

EMERSIVE SDN BHD (hereinafter "**EMS**", "the Company") is committed to providing freedom of association for workers in line with International Labour Organization (ILO).

The Company respects freedom of association and collective bargaining as part of our commitment to support the fair and equitable treatment of our workers. The Company will not refuse any genuine opportunity to bargain collectively with workers.

All workers have the right to join or form trade unions of their own choosing without prior authorization, and to bargain collectively.

Trade unions have access to **EMS** premises, and the Company will not interfere with the organizing of activities of workers, worker representatives, or representatives of trade unions. Workers' representatives are not discriminated against and have access to carry out their representative functions in the workplace.

The freedom of association and formation of trade union shall be according to the Trade Union Act 1959, and Industrial Relations Act 1967 of Malaysia. The Company is committed to bargaining in a constructive manner to seek mutually beneficial collective agreements that protect and improve the company's business model while delivering competitive pay, benefits, and work-life balance for our people.

The employee will not have any form of retaliation action taken against them for participation or not participation in trade unions.

This policy is subjected to periodic review to ensure that it remains relevant and applicable.

Approved by: The Management
Effective Date: 1 December 2023