

**CYBERJAYA EDUCATION GROUP BERHAD  
(Company No. 1209985-V)  
MODERN SLAVERY POLICY**

**Definitions:**

<b>“Board” or “Directors”</b>	:	The Directors for the time being of the Company or such number of them as have authority to act for the Company.
<b>“Bursa”</b>	:	Bursa Malaysia Securities Berhad (Company No. 635998-W).
<b>“Committee”</b>	:	The Nomination and Remuneration Committee of the Company.
<b>“Company”</b>	:	Cyberjaya Education Group Berhad
<b>“LR”</b>	:	Bursa Securities Main Market Listing Requirements including any relevant practice and/or guidance notes, directives, guidelines issued pursuant thereto and any amendment, modification, supplemental to the listing requirements that may be made from time to time.
<b>“MCCG 2017”</b>	:	Malaysian Code on Corporate Governance 2017

## **1. Objective**

The Modern Slavery Policy (“the Policy”) sets out the Company’s commitment to preventing, identifying, and addressing modern slavery risks within its operations and supply chains, in line with ethical standards, regulatory expectations, and sustainability commitments.

## **2. Policy Statement**

The Company adopts a zero-tolerance approach towards all forms of modern slavery and human trafficking. The Company is committed to conducting its business in an ethical, responsible, and transparent manner, ensuring that modern slavery does not occur within its operations, procurement activities, or business relationships.

The Company recognises that modern slavery risks may exist within supply chains and is committed to implementing appropriate measures to identify, assess, and mitigate such risks.

The Company will uphold fundamental human rights, promote fair labour practices, and ensure that all employees and workers are treated with dignity and respect.

## **3. Principles**

The Board delegates to the Committee the responsibility to oversee the implementation and effectiveness of this Policy.

In fulfilling this responsibility, the Committee shall:

- Promote compliance with all applicable labour laws, regulations, and international standards relating to human rights and modern slavery;
- Ensure that recruitment and employment practices are fair, transparent, and free from coercion or exploitation;
- Prohibit the use of forced labour, bonded labour, child labour, and human trafficking in all operations and supply chains;
- Encourage suppliers, contractors, and business partners to adopt similar standards and practices to prevent modern slavery;
- Implement due diligence processes to assess and manage modern slavery risks within the supply chain;
- Promote awareness and training among employees on identifying and reporting modern slavery risks;
- Provide accessible channels for reporting concerns, including whistleblowing mechanisms, without fear of retaliation.

All business decisions shall be made in a manner that upholds human rights and ethical labour practices.

## **4. Measurable Objectives**

The Committee will ensure that anti-modern slavery measures are embedded into business operations and will establish measurable objectives which may include:

- Conducting risk assessments to identify areas of exposure to modern slavery;
- Increasing the proportion of suppliers assessed for labour and human rights practices;
- Providing training and awareness programmes for employees and relevant stakeholders;
- Strengthening due diligence and supplier screening processes;
- Enhancing transparency in reporting modern slavery risks and mitigation actions.

The Committee will review and recommend measurable objectives annually to the Board and monitor progress towards achieving these objectives.

## **5. Monitoring**

The Board, through the Committee, will monitor the implementation and effectiveness of this Policy on a periodic basis.

This includes reviewing risk assessments, supplier compliance, incident reports, and corrective actions taken to address modern slavery risks, ensuring alignment with the Company's ethical standards and regulatory requirements.

## **6. Reporting**

Pursuant to the LR and MCGG 2017, the Company will disclose relevant information on its approach to managing modern slavery risks in its Annual Report and/or Sustainability Report, including actions taken to prevent, mitigate, and address such risks.

This Modern Slavery Policy was approved and adopted by the Board on 9 May 2025.