

STAKEHOLDER ENGAGEMENT POLICY

AEM Holdings Ltd | March 2023
Company Registration No.200006417D
(Incorporated in the Republic of Singapore)
(the "Company")

STAKEHOLDER ENGAGEMENT POLICY

1.0 OBJECTIVE

The objective of this policy is to:

- (i) have arrangements in place to identify and engage with the Company's material stakeholders, and manage its relationships with the various groups¹.
- (ii) disclose its strategy and key areas of focus in relation to the management of stakeholder relationships².
- (iii) maintains a current corporate website to communicate and engage with stakeholders³.

2.0 STAKEHOLDER ENGAGEMENT POLICY

The various stakeholders play important roles in determining the Company's long-term viability. The Company engages its stakeholders regularly through the following channels to understand and address their needs and expectations:

Key Stakeholders	Means of Engagement	Area of Concern
Employees	<ul style="list-style-type: none"> • Training • Annual performance evaluation • Regular staff communication and dialogue sessions within the Group and various departments • Feedback and survey 	<ul style="list-style-type: none"> • Career advancement • Benefits and remuneration • Health and safety • Direction and focus of the Group • Business updates of the Group
Customers	<ul style="list-style-type: none"> • Scheduled and ad-hoc site visits and calls • Corporate website • Annual reports • Annual and regular performance feedback 	<ul style="list-style-type: none"> • Engineering, development and resources capabilities • Supplies continuity • Financial health and stability
Communities	<ul style="list-style-type: none"> • Engagement in community services 	<ul style="list-style-type: none"> • Social responsibilities and development
Government and regulatory bodies	<ul style="list-style-type: none"> • Scheduled and ad-hoc site visits • Attend conferences or seminars on new regulatory developments held by the relevant authorities • Public consultation 	<ul style="list-style-type: none"> • Legal compliance • Environmental matters • Working relationship • Informed decision making • Advisory and information
Shareholders and investors	<ul style="list-style-type: none"> • General meetings • Corporate website • Annual reports • Investors relations management 	<ul style="list-style-type: none"> • Business continuity • Shareholders' value creation • Shares trading and liquidity
Service providers	<ul style="list-style-type: none"> • Scheduled and ad-hoc site visits and calls • Quality system review • Corporate website • ACRA and paid reports 	<ul style="list-style-type: none"> • Engineering, development and resources capabilities • Financial stability • Supplies continuity

¹ Provision 13.1 of the Code. Stakeholder identification is also a precursor to the distillation of material ESG factors the Company should cover as part of its sustainability reporting.

² Provision 13.2 of the Code.

³ Provision 13.3 of the Code.

3.0 EMPLOYEES

- 3.1 The Company engages its employees by conducting quarterly staff communication sessions, regular dialogue sessions within company or departments, surveys to obtain feedbacks or concerns that employees may have and performance evaluation exercises.
- 3.2 The key areas being addressed during the engagement sessions include career developments, employee's job requirement and performance, fair employment practices, job satisfaction and recognition, benefits/incentives and other welfares are being communicated and discussed by the human resources department and the management with the employees.

4.0 CUSTOMERS

- 4.1 The Company endeavours to:
- (a) work closely with customers to provide engineering solutions to them, providing transparent information regarding the Company's engineering and development capabilities and available resources throughout the Group.
 - (b) provide clear and transparent information to its customers so that they can make informed financial decisions when considering any business transaction with the Company.
 - (c) address customer feedback objectively, effectively and promptly.

- 4.2 The Company engages its customers through various platforms including plant visits, quality system and sustainability reviews and corporate website.

5.0 COMMUNITIES (LOCAL & OVERSEAS)

The Company gives back to the communities through corporate social responsibility activities at least once a year. The activities include donating cash and food items, visiting and organising activities for the underprivileged or needy.

6.0 GOVERNMENT/REGULATORS

- 6.1 Government/regulators supervise the conduct of specific business activities and participants of a given industry are accountable to an array of stakeholders, and therefore build and maintain public confidence through fair and consistent exercise of their authority.
- 6.2 Government/regulators may support companies by improving access to information, streamlining processes, organising training courses and seminars, and setting up platforms for industry collaborations.
- 6.3 The Company is committed to keep abreast of regulatory and compliance developments and adhere to its continuing obligations by engaging the government/regulators through participation in government initiatives, policy working group, attend conferences/seminars held by the relevant authorities, reporting and surveys and submitting its comments in public consultations (if necessary).

7.0 INVESTORS/SHAREHOLDERS/ANALYSTS/MEDIA

7.1 The Board of Directors (“Board”) and/or the senior management endeavour to:

- (a) ensure strong oversight and accountability by an experienced and competent Board and senior management team.
- (b) ensure high standards of corporate governance, transparency, timely disclosure and reporting.
- (c) adopt a disciplined approach towards business risks and opportunities.
- (d) implement responsible capital management and controls.

7.2 The Company engages its investors, shareholders, analysts and media through annual general meetings, annual reports, circulars and announcements via SGXNet, regular analyst and investor meetings, corporate website and press releases/media interviews.

8.0 SERVICE PROVIDERS

The Company conducts regular meetings, site visits, quality and sustainability framework evaluation exercises with its service providers to ensure that the quality of the products is met, supplies are on delivered on time, occupational health and safety practices are adhered to, sustainability framework is in place, taking into the consideration of employees’ welfare and well-being, and environmental compliance.

9.0 GENERAL

The Board shall review and amend the policy from time to time as it deems fit.