



EMPLOYMENT POLICY of SA SA INTERNATIONAL HOLDINGS LIMITED (“COMPANY”)

Introduction

The Company values our employees and recognises that the core of our Company’s success depends on our ability to inspire talent to deliver excellence. We are committed to creating and maintaining a positive working environment within which employees are able to flourish and to share the success of the Company.

This Policy applies to all full time, part-time, contract and temporary employees at all levels of the Company and its subsidiaries.

Recruitment, Compensation and Promotion

We apply robust and transparent recruitment processes based on merit selection against the job criteria, and recruit individuals based on their suitability for the position and potential to fulfill the Company’s current and future needs.

Our basis for compensation and promotion are job-related skills, qualifications and performances, ensuring that we treat and evaluate employees and applicants in a fair way and compensate employees relative to the industry and local labour markets in which we operate, which consists of competitive level of fixed and variable compensation including cash, shares and other benefits.

Working Hours and Rest Periods

We support a work-life balance workplace through the regular review of employee’s working environment, working hours and rest periods.

Diversity and Equal Opportunity

We recognise the value of a diverse and skilled workforce and are committed to creating and maintaining a collaborative workplace culture in which all can thrive.

We are dedicated to providing equal opportunity in all aspects of employment and maintaining a workplace that is free from discrimination, physical or verbal harassment against any individual on the basis of race, religion, colour, gender, physical or mental disability, age, birth place, marital status, sexual orientation or any other status protected by applicable law.

We will strive to ensure that complaints, grievances and concerns, including whistle blowing, are dealt with promptly and confidentially.

Prevention of Child and Forced Labour

We condemn all forms of exploitation of children, do not recruit child labour and adhere to minimum age provisions of applicable laws and regulations. The Company also supports the elimination of all other forms of forced, compulsory or bonded labour.

Legal Compliance

We will comply with all relevant laws and regulations of the countries in which we operate on compensation and dismissal, recruitment and promotion, minimum wage, working hours, rest periods, equal opportunity, diversity and other benefits and welfare. We have additional policies that work to ensure our employees are treated fairly, with dignity and respect. These include:

- Health and Safety Policy;
- Training and People Development Policy; and

- Equal Opportunity Policy.

Implementation and Review

We are committed to enforcing this Policy and to ensuring that this Policy is properly implemented. And we will review, and if necessary revised, this Policy and our employment practices at least annually to ensure continuous improvements of our employment standards.

This Policy will be made available on the Company's website as well as posted on the Corporate Portal to communicate the Company's commitment.

Language Version

The text of this Policy appears in both English and Chinese languages. In case of discrepancy, the English version shall prevail.