



ONEASIA HOLDINGS LIMITED

MANAGEMENT POLICY AND MANUAL

Policy #: OA-CP-015-OPS

Title: Community Investment Policy

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I. Introduction and Purpose

OneAsia Holdings Limited (the “**Company**”) believes it is important to be an active and supportive member of communities in all of our markets. To that end, we want to ensure that our investment has a sustainable benefit for our communities, our customers and our business.

We support charities and non-profit organizations not only with financial resources but also with the experience and expertise of our colleagues. Our community investment policy makes it possible to support issues that are most relevant to our business and that we believe our actions and expertise can have the greatest impact.

The purpose of the Policy is to ensure there is a consistent approach to charitable support made by the Company.

II. Scope and Responsibilities

All employees of the Company shall follow this policy to facilitate the Company’s commitment to community investment and adequately address its risk and opportunities of the Company.

Management shall provide resources and guidance to fulfil the commitments. Resources include financial resources, technology, human resources, etc.

Department Heads, Managers, and Supervisors shall establish and maintain a disciplinary system that executes the below commitments.

III. Commitment

It is the policy of the Company that each business function, where appropriate, should be an active and supportive member of the communities in which we operate using the following minimum standards:

- We should always consider not only their goals but also the cultural, economic and social needs and sensibilities of the communities in which we do business.
- We may use cash donations, in-kind contributions or voluntary time commitment by colleagues as an investment in the community
- We should be encouraged to become involved in supporting community programs to deliver added value to the communities in terms of personal or professional development
- We have a responsibility to protect the beneficiaries supported through charitable partnerships and activities. Therefore, we shall make sure that each non-profit partner, beneficiary or colleague, has in place appropriate protection policies, procedures, and measures to protect individuals.
- All community investment activity should take account of the broader reputational impact on the Company.

The Company shall always refrain from supporting or donating to:

- Organizations or activities that are prohibited by law or regulation.
- **Religious group** whose primary purpose is to disseminate a particular belief.
- Organizations that discriminate against any group within society on the basis of, but not limited to, gender identity, ethnicity, sexuality or religion.
- Directly to an individual; or
- Any non-charitable organizations unless for charitable purposes.



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IV. Political Contributions

It is the Company's policy to avoid making political donations. The Company is non-political and chooses to remain politically neutral except in those instances where stakeholder interests are directly impacted. In these instances, the Company will attempt to influence governments or individuals through direct negotiations.

That is not to say that employees cannot involve themselves in the political process. This policy in no way restricts an employee, as an individual, from making political contributions or participating in local or national politics.

If asked to make a political contribution as a representative of the Company, the response should be a polite no with an explanation of the Company's policy. It may also be appropriate to explain that the Company often makes contributions to worthy community projects and prefers to show our concern for the community in this manner.

V. Review of Policy

This policy will be updated from time to time whenever there are critical developments regarding legislation and the industry's best practices. In any event, reviewed once every three years or at such earlier time as appropriate by ESG Committee.

VI. Acknowledgement

Any significant changes to the Policy will be disclosed to every stakeholder (both internal and external).