

HUMAN RIGHTS POLICY

1. Purpose

EMIA's Human Rights Policy (the "Policy") outlines our approach to respecting internationally recognised human rights in our organisation and our portfolio companies. This Policy extends to the investment activities under the ASEAN Frontier Markets Fund (the "Fund") and potentially future funds of EMIA.

This Human Rights Policy is to be read, among others, with the EMIA ESG Policy document and EMIA Environmental, Social and Governance Management System, which offers guidance on how to utilise the various tools to ensure EMIA respects human rights across the investment stages. KPIs relating to labour, stakeholder engagement and grievance management support the effective tracking on the respect of human rights at Fund's and portfolio company's levels.

2. Commitments

EMIA is committed to:

- Upholding the human rights principles enshrined in the following international standards to foster positive value creation in frontier markets:
 - *International Bill of Human Rights;*
 - *ILO conventions signed and ratified by the host country, including those covering core labour standards and the basic terms and conditions of employment, including the ILO Declaration on Fundamental Principles and Rights at Work; and*
 - *United Nations Guiding Principles on Business and Human Rights.*
- Dedicating the necessary financial, human and other resources, as appropriate, to comply with the principles and requirements of this Human Rights Policy.
- Strengthening the Fund's broader investment team's technical knowledge, skills, and capacity in relation to business and human rights, including human rights risk identification, mitigation and remedy throughout the investment lifecycle.
- Communicating EMIA's commitment to respect human rights to employees and portfolio companies.
- Deploying risk-based screening and due diligence means to ensure to EMIA's best abilities that its investments and portfolio companies' practices are not holding rights-holders at risk.
- Exerting leverage on portfolio companies when they are found not to respect human rights, or when rights-holders are effectively or possibly put at risk in relation to portfolio companies' activities.
- Acknowledging where investment activities may have adverse effects despite EMIA's best efforts to mitigate them and taking steps to address these effects.
- Embedding EMIA's commitment to respect human rights across EMIA's activities and management systems, including in the investment process.
- Contributing towards international and national communities of best practice with human rights considerations and integration within the sectors in which EMIA operates.

3. Policy Review

EMIA understands that respecting internationally recognised human rights at the organisational and portfolio company levels is a long-term, progressive undertaking and a sustained commitment, which includes tracking and reporting on progress annually. It also acknowledges that approaches to business and human rights evolve over time. The Human Rights Policy will be reviewed and updated by a decision of the Board, as appropriate.