

TIGER

TIGER MOTORS SDN BHD · ESG POLICY · GOGREEN 2030

Living Wages Policy

By 2030, every employee and partner working on our cars earns a living wage.

EDITION

2026 edition (v2.0)

APPROVED

24 October 2026

APPROVED BY

Kevin Kho Ka Yong,
Managing Director

NEXT REVIEW

October 2027

1. Commitment

Tiger Motors Sdn Bhd believes that work should pay enough for a decent life. Our GoGreen 2030 target is for 100% of our employees to earn a living wage by 2030.

2. Definition

A living wage is the income needed to cover basic needs in Kuching, Sarawak, including food, housing, healthcare, transport, education and a small amount of savings. It is higher than the statutory minimum wage.

3. How we set it

We benchmark against published living-wage estimates for Malaysia and adjust for the cost of living in Kuching. The benchmark is reviewed every year.

4. Implementation

- All employees are paid at least the national minimum wage at all times.
- Pay below the living-wage benchmark is raised step by step, with all employees on a living wage by 2030.
- Commission and incentive schemes are designed so that total pay supports a stable income.

5. Partners

Our bodywork partners have committed to paying living wages to their employees by 2030, and we encourage all suppliers to do the same.

6. Transparency and support

Employees can ask how the living-wage benchmark is calculated. We also share basic financial-literacy guidance, the same principles we apply to our customers through Tiger Capital.

7. Review

Management monitors this policy and reviews it every year.

Digitally published copy. This policy was approved by Kevin Kho Ka Yong, Managing Director on 24 October 2026. This public edition carries no signature or company stamp. The signed original is held at our office, and you can check that this copy is current against the version at tigermotors.com.my/esg, or by contacting us.