

## UOB GROUP HUMAN RIGHTS STATEMENT

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### About This Statement

As a leading bank in Asia, UOB recognises that our operations and business activities can impact the human rights of individuals and communities. These impacts may arise through our actions as an employer, a corporate lender, a provider of banking services to individuals and a procurer of goods and services.

The UOB Group Human Rights Statement ("Statement") outlines UOB's commitment to respecting human rights and sets out our responsibilities and expectations for our employees and business relationships including our retail customers, corporate clients and suppliers. It also describes our approach and key measures we undertake to uphold these responsibilities and manage human rights risks across the Group.

### Our Commitment

UOB is committed to conducting our business in a manner that respects internationally-recognised human rights, including those set out in the International Bill of Human Rights and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

UOB supports the United Nations Guiding Principles on Business and Human Rights (UNGPs) and is working to incorporate them as the foundation of our human rights approach. As a participant in the United Nations Global Compact, we are committed to upholding the Ten Principles on human rights, labour, the environment and anti-corruption. We adhere to applicable local laws and regulations and where it differs from international human rights standards, we will seek ways to respect and uphold international human rights and standards while considering local contexts.

### Human Rights Due Diligence

In line with the UNGPs, UOB is committed to conducting human rights due diligence on a continual basis to identify, assess and prioritise our salient human rights issues. We aim to avoid causing or contributing to adverse human rights risks and impacts through our own operations, supply chain and business relationships, as well as to proactively mitigate such risks where possible.

We are also committed to deepening our understanding of our salient human rights issues outlined in this Statement, including their actual and potential impacts on people. This enables us to strengthen our human rights due diligence and risk management practices, prevent harm, respond effectively when issues arise and promote positive social outcomes.



## Our Employees

The UOB Way is the Bank's unique culture that defines our purpose, our values and how we take care of our employees. We practise non-discriminatory hiring rigorously, with every hiring decision based on individual merit, skills and suitability for the role, aligned with business priorities, job requirements and qualifications.

Our expectations of our employees are laid out in our values-based UOB Code of Conduct. We prohibit any kind of discrimination, bullying or harassment, whether based on a person's race, ethnicity, gender, gender identity or expression, colour, creed, religion, national origin, nationality, citizenship, age, disability, marital status, sexual orientation, culture, ancestry, veteran status, socioeconomic status, pregnancy, caregiving responsibilities, language ability, mental health condition or any other legally-protected characteristic. Corrective or disciplinary action will be taken in case of discriminatory behaviour or harassment.

UOB respects employees' lawful right to freedom of association and collective bargaining. We maintain trusted relationships with employee unions and hold regular meetings with union representatives to understand and address their concerns and expectations. The collective bargaining agreements we have with the unions cover wages and working conditions and grievance procedure.

## Our Retail Customers

UOB places the financial well-being and goals of our customers at the forefront. To mitigate the risk of causing or contributing to financial distress among our retail customers, we offer products and services that are suitable and aligned with customer needs, ensuring our employees provide quality advice and appropriate recommendations, and delivering clear, relevant and timely information. We also address customer feedback independently, effectively and promptly.

These practices are anchored in the principles of fair dealing, which reflect UOB's time-tested values of being Honourable, Enterprising, United and Committed. In particular, the value of being Honourable underpins our commitment to upholding the five [Fair Dealing Outcomes](#) as outlined in the Monetary Authority of Singapore's (MAS) Guidelines on Fair Dealing, reinforcing our dedication to responsible and customer-centric banking. Fair dealing is the responsibility of everyone at UOB, regardless of our individual roles.

UOB is committed to protecting our customers' information through proper handling, protection and governance of data. We ensure that individuals' rights to control their personal data are respected and that personal and proprietary data are not misused or improperly disclosed, by integrating data privacy deeply into our service delivery and operational processes. We uphold strict adherence to our privacy obligations under applicable laws and regulations, including the Singapore Personal Data Protection Act 2012 (PDPA). The Group has personal data protection policies which govern the collection, use, disclosure and transfer of personal data across all our operations, ensuring that personal data is handled responsibly, securely and only for purposes that customers have consented to or as permitted by law.

## Our Corporate Clients

At UOB, we recognise the vital role financial institutions play in shaping responsible business practices. We established the Group Responsible Financing Policy that outlines environmental, social and governance (ESG) requirements for our borrowing customers and capital underwriting activities, including clear expectations to identify, prevent and mitigate potential



negative human rights impacts that may arise in our financing activities. The Group Responsible Financing Policy is supplemented by sector-specific guidelines covering agriculture, forestry, metals and mining, defence, chemicals, energy, infrastructure, and waste management. We have also adopted the Equator Principles to assess and manage environmental and social risks in projects based on the International Finance Corporation Performance Standards.

We have systems and processes in place to monitor our customers' adherence to our ESG requirements. Relationship managers assess ESG risks of our customers during onboarding, annual credit reviews and when specific triggers are met. Among others, UOB will not knowingly finance activities involving exploitation of labour, including forced labour and child labour, or those that violate the rights of local communities. In the event of displacement or resettlement of local communities, we recommend that the Free, Prior and Informed Consent (FPIC) process should be used to obtain the consent of affected local communities.

We require customers to rectify any non-conformities with our Group Responsible Financing Policy within a reasonable timeframe. We do this through engaging with our customers to identify appropriate mitigation actions. Where customers fail to meet expectations or provide appropriate remedies, we are prepared to review and to reassess the relationship, or reject the transaction.

## **Our Suppliers**

Our approach to addressing the ESG risks and impacts of our operations extends to the procurement of products and services from suppliers, which include any third party, company or individual that provides a product or service to us across sectors and geographies. We understand that human rights risks, such as human trafficking, child and forced labour, working conditions and workplace health and safety can vary depending on the supplier's industry, size, and location. These risks may disproportionately affect vulnerable groups including women, children, migrant workers, contract workers, indigenous peoples and local communities.

To mitigate these risks, UOB has established clear expectations through the UOB Group Supplier Sustainability Principles (GSSP). As part of the Group Requisition, Procurement and Payment Policy, we require material suppliers to acknowledge and adhere to these principles. Alternatively, suppliers may present their own corporate sustainability policies, which are reviewed by our Group Legal team for alignment to the requirements set out in the GSSP. If deemed adequate, such policies may be accepted in place of the GSSP.

Transparency and accountability are central to our approach. Suppliers are expected to promptly inform us of any deviations from the GSSP or their own policies. In cases of non-compliance, UOB engages actively with the supplier to support the development and implementation of an improvement plan. Our goal is to foster long-term partnerships that promote ongoing improvement and shared responsibility for human rights across our supply chain.

## **Anti-Financial Crime**

UOB has established a robust Group Financial Crime Risk Management Framework that sets out the structure for managing financial crime risks. This includes implementing measures to manage risks associated with money laundering, terrorist financing, sanctions, fraud, bribery, and corruption. Our anti-money laundering controls are designed to guard against our Bank



facilitating the retention of illicit proceeds derived from predicate offences such as modern slavery, human trafficking and other serious human rights violations.

Our framework encompasses risk assessment, employee training, customer due diligence, ongoing monitoring, and the investigation and reporting of potential suspicious activities to relevant authorities. We conduct regular reviews of our policies, procedures, and systems to ensure they remain effective and aligned with evolving regulatory requirements.

UOB also maintains a zero-tolerance stance on bribery and corruption, and our strong anti-bribery and corruption governance and risk management practices includes ensuring strict compliance with applicable anti-bribery laws, contractual safeguards with third parties, and secure reporting channels for wrongdoing, all of which reinforces integrity across our organisation and throughout our business relationships.

## **Communication and Stakeholder Engagement**

We engage stakeholders to understand the changing expectations of our customers, employees, communities and partners. We will continue to enhance our human rights approach by staying updated on human rights laws, regulations, standards and best practices, enabling us to drive progress, performance and effective risk management.

We also report annually on our approach to address modern slavery through the [UOB Group Modern Slavery and Human Trafficking Statement](#), prepared in accordance with the requirements of Section 54 of the United Kingdom's Modern Slavery Act (2015) and the Australian Modern Slavery Act (2018), which supplements this statement.

UOB provides all employees with training on human rights. The UOB Sustainability Academy's online training module on human rights equips employees with essential knowledge to identify, assess and mitigate risks and impacts relating to human rights issues that may arise across the Bank's value chain. All employees are also required to complete annual mandatory training that reinforces risk-focused conduct in areas such as the UOB Code of Conduct, data privacy, anti-money laundering, financial crime prevention, workplace discrimination, harassment and the MAS Fair Dealing outcomes. Employees in relevant roles are also expected to complete an e-learning programme which seeks to deepen their understanding of the UOB Group Responsible Financing Policy requirements and their technical knowledge to better support policy implementation.

## **Grievance and Feedback Mechanisms**

UOB is committed to taking appropriate action to address actual and potential human rights impacts across our operations and value chain. Where we identify that we have caused or contributed to human rights impacts, we are committed to providing or cooperating in remediation. Where we have not caused or contributed to an adverse impact, but are linked to it, we recognise our responsibility to play a role in remedy where possible.

We will continue to provide clear and confidential channels for individuals to raise human rights concerns, including suspected or actual breaches of UOB's human rights-related policies, as well as potential misconduct involving UOB, our employees, suppliers or external parties relating to UOB.

Employees may raise concerns or potential issues through the 'Speak Up' channel, which is part of UOB's commitment to fostering a culture of transparency and open dialogue across all





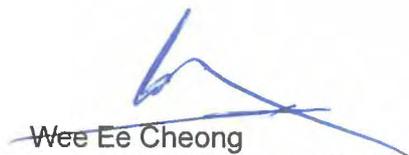
levels of the Bank. In addition, UOB has employee grievance handling procedures in place to address concerns about unfair treatment.

All individuals, internal or external, may also report issues under the UOB Whistle-blowing Policy, which provides access to well-defined channels to report in good faith, without fear of reprisal, any suspected wrongdoing to the Head of Group Audit, Chief Executive Officer, Chairman of the Audit Committee, or Chairman of the Board. Reports may be sent by post to the Head of Group Audit or Chairman of the Audit Committee at United Overseas Bank Limited, One Raffles Place, Tower 1 #15-02, Singapore 048616 or by email to [whistleblowing@uobgroup.com](mailto:whistleblowing@uobgroup.com). All reports received are accorded confidentiality and investigated independently by Group Audit, the administrator of the UOB Whistle-blowing Policy. Group Audit submits regular updates on whistleblowing reports received to the Audit Committee.

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This statement has been approved by the Board of Directors on 23 February 2026.

Signed on behalf of UOB by:



Wee Ee Cheong  
Deputy Chairman and Chief Executive Officer  
Dated 2<sup>nd</sup> March 2026

