

	Issue Date: 15 Aug 2015 Effective Date: Sept 2015	MA/CORPAFF/006/2015
LAND ACQUISITION POLICY AND GUIDING PRINCIPLES		APPROVED BY BOD

Objectives

The primary objectives of this Policy are to promote MYA AYER Manufacturing Co., Ltd 's "Corporate Responsibility" to our stakeholders and to increase the awareness, and to implement a proper acquisition process across MYA AYER Manufacturing Co., Ltd. Besides, MYA AYER Manufacturing Co., Ltd wants to identify, manage, and avoid the adverse impacts from land acquisition for group business activities.

Guiding Principles

Land acquisition policy of MYA AYER Manufacturing Co., Ltd is based on our group's five guiding principles.

- 1) Respect for Existing Rights,
- 2) Priority to the consent of the landholders,
- 3) Transparency in Negotiation,
- 4) Sharing of Benefits,
- 5) Environmental Sustainability,

1. MYA AYER Manufacturing Co., Ltd will strive for a higher standard of international compliance on Environmental and Social Sustainability in land acquisition.

2. MYA AYER Manufacturing Co., Ltd will adopt the principles of IFC Performance Standard Free, Prior and Informed Consent (FPIC) in our land policy.

3. Our adoption of FPIC is in line with the IFC Performance Standards and will cover to all land acquisitions.

FC Performance Standard defines FPIC as:

- 1) Free: Voluntary and without "coercion, intimidation or manipulation."
- 2) Prior: Consent in advance of any authorization or commencement of activities from the existing land owner.
- 3) Informed: Full information is shared among the stakeholders in due course.
- 4) Consent: Agreement is made through collective decision-making processes among concerned parties.
- 5) MYA AYER Manufacturing Co., Ltd seeks to avoid involuntary resettlement in any land acquisitions.

Procedures

1. MYA AYER Manufacturing Co., Ltd will conduct due diligence on land acquisition to ongoing activities and new business opportunities to avoid impacts to the local communities in general and land owners in particular.
2. A grievance handling committee and procedures will be kept in place to ensure that any affected entity can raise their complaints and concerns in confidential manners.
3. Order to ensure MYA AYER Manufacturing Co., Ltd land policy is properly implemented. The Group land committee will regularly review these comments and provide remedies when a proven violation occurs.
4. MYA AYER Manufacturing Co., Ltd shall conduct appropriate due diligence to identify, report, manage, minimize, and void the potential disputes involving land acquisitions.

Land Committee

MYA AYER Manufacturing Co., Ltd has a “ Land Issue Review and Solving Committee” to implement the land policy.

Successful Implementation Record

The committee has successful settled the following land issues through negotiations that have resulted in additional compensation and return of land.