



SUSTAINABILITY POLICY

SUMISAUJANA GROUP BERHAD
COMPANY NO: 202101023259 (1423559-T)

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<u>Table of Contents</u>	<u>Pages</u>
1.0 Introduction.....	1
2.0 Objectives.....	1
3.0 Scope and Application	1
4.0 Governance Structure	2
4.1 Board of Directors	2
4.2 Key Senior Management	2
4.3 ESG and Sustainability Working Committee	2
5.0 Environmental Sustainability.....	3
6.0 Social Sustainability.....	3
7.0 Governance Sustainability	4
8.0 Review	5
Appendix 1: ESG and Sustainability Working Committee Organisation Chart	6

1.0 Introduction

- 1.1. The Sustainability Policy (“Policy”) is designed to ensure that all activities of SumiSaujana Group Berhad (the “Company”) and its subsidiaries (“SumiSaujana” or the “Group”) are aligned with the Group’s commitment to managing sustainability effectively and responsibly.
- 1.2. Sustainability encompasses all aspect of ethical business practices, addressing relevant Environment, Social and Governance (“ESG”) issues in a responsible manner.
- 1.3. As outlined in the Terms of Reference of the Audit and Risk Management Committee (“ARMC”), this Policy is within the purview of the ARMC and may be subject to further review.

2.0 Objectives

The objectives of this Policy are as follows:

- To integrate sustainability principles and practices into the Group’s policies, procedures and strategies, ensuring that sustainability is embedded in all areas of the business;
- To ensure that the Board of Directors of the Company (the “Board”) and Key Senior Management are involved in the implementation of this Policy, to regularly review and assess the Group’s sustainability performance; and
- To foster a culture of sustainability within the Group and the wider community, incorporating Environmental, Social, and Governance (ESG) principles into decision-making and the delivery of business outcomes.

3.0 Scope and Application

This Policy is applicable to all entities within the Group and extends to our external stakeholders. As part of our commitment to sustainability, the Group expects external stakeholders—including suppliers, partners, and contractors—to align with the same sustainability standards and principles in their operations. This includes adhering to the Group’s sustainability commitments, values, and existing policies, ensuring a cohesive approach to sustainable business practices across the value chain.

4.0 Governance Structure

4.1 Board of Directors

The Board of Directors, supported by the Audit and Risk Management Committee (“ARMC”), is responsible for overseeing the development and implementation of the Group sustainability governance, including setting the sustainability strategies, priorities, and targets, and ensuring alignment with the Group’s overall business goals.

4.2 Key Senior Management

The Key Senior Management will take the lead in implementing sustainability initiatives across the Group. They will be responsible for:

- Developing sustainability goals and action plans aligned with the Group’s strategic objectives.
- Ensuring that sustainability is integrated into day-to-day operations and decision-making processes.
- Cascading these goals down to Managers in each division, ensuring that sustainability targets are clearly communicated and understood at all levels.
- Monitoring progress on sustainability initiatives and reporting updates and results to the Board as required.

4.3 ESG and Sustainability Working Committee

The ESG and Sustainability Working Committee comprises of representatives from each department who act as the ESG focal persons for their respective areas as shown in Appendix 1 ESG and Sustainability Working Committee Organisation Chart.

The ESG and Sustainability Working Committee are responsible for:

- Coordinating the implementation of ESG initiatives and action plans within their respective departments in alignment with the Group’s sustainability goals.
- Collecting, validating, and submitting ESG performance data (environmental, social, and governance indicators) to the Group ESG Coordinator on a quarterly basis.
- Facilitating internal communication and awareness on sustainability practices within their departments to ensure understanding and accountability.

- Supporting external ESG disclosures and assessments (e.g. Bursa Sustainability Statement, UNGC, EcoVadis, CDP) by providing timely and accurate departmental data

The Committee shall meet on a basis or as and when required. The appointed Chairman and Risk Coordinator have the right to call for more meetings than the minimum four (4) times a year, whenever necessary or requested to do so by any members of the Board to consider any matters within the scope and responsibilities of the committee

5.0 Environmental Sustainability

5.1. The Group is committed to identifying, managing, and reducing the environmental impact of its operations. We aim to minimise our contribution to climate change by protecting the environment through conservation and sustainable practices.

5.2. In addition to complying with all relevant environmental laws and regulations, the Group will focus on the following key areas:

- Raising awareness of this Policy among employees, stakeholders, and partners;
- Promoting the adoption of best environmental practices across all levels of the organisation;
- Fostering a culture of environmental responsibility and accountability within the Group;
- Minimising environmental impact by managing resources responsibly and implementing effective pollution control measures, both within our operations and across our supply chain;
- Disclosing environmental performance, data, and targets in line with globally recognised frameworks and standards; and
- Integrating sustainability and climate-related risks and opportunities into our governance, risk management, and strategic planning processes.

6.0 Social Sustainability

6.1. The Group is committed to being a responsible and respectful employer, fostering social interaction and cultural enrichment within the organisation. With

a wide range of stakeholders, the Group strives to be a good corporate citizen, contributing to social progress within the communities in which it operates.

6.2. In addition to complying with human rights, labour laws, and relevant legal and regulatory requirements, the Group is committed to:

- Providing a safe and non-discriminatory environment for all stakeholders;
- Acting ethically and with integrity in all business interactions with stakeholders;
- Engaging positively with stakeholders and communities in the areas where we operate;
- Continuously improving public perception and the overall experience of the Group;
- Developing our employees and providing an environment in which they can thrive and realise their full potential;
- Implementing policies and programmes to attract and retain talent;
- Promoting integrity and safeguarding human rights across the supply chain;
- Supporting workplace equality, ensuring equal opportunities for all employees, regardless of gender, race, or background; and
- Be recognised as a responsible and ethical corporate citizen by the wider community.

7.0 Group Sustainability Governance

7.1. Governance is a critical component of the Group's sustainability practices, serving as a foundation for transparency, accountability, and risk management. It is essential to ensuring long-term business sustainability and maintaining the trust and confidence of our stakeholders. The Group recognises the importance of governance and integrates it into its core functions and processes.

7.2. The Group's approach to governance sustainability includes:

- Upholding the highest standards of corporate governance, business ethics, and transparency in all dealings, while fully complying with relevant laws and regulations;
- Continuously reviewing and improving governance structures and processes to ensure they remain effective and aligned with best practices;

- Ensuring long-term sustainability by regularly updating policies, procedures, and strategies in line with evolving business needs and regulatory requirements; and
- Providing training and promoting a strong corporate governance culture within the Group to foster ethical behaviour and professional conduct.

8.0 Review

The ARMC will review and/or update this Policy at least once every three (3) years or when there are amendments to the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad (“AMLR”) or any other applicable laws and regulations. This is to ensure the Policy remains relevant, appropriate and consistent with the Group’s practices, AMLR, and other regulatory requirements. Any revisions recommended by the ARMC will be submitted to the Board for consideration and approval.

This Policy was reviewed, approved and adopted by the Board on 25 November 2025.

Appendix 1: ESG and Sustainability Working Committee Organisation Chart

