

POWERTECHNIC GROUP BERHAD

Registration No. 202101015445 (1415745-D)

(Incorporated In Malaysia)

SUSTAINABILITY POLICY

POWERTECHNIC GROUP BERHAD (“Powertechnic” or the “Company”) recognises that it has a crucial role in meeting sustainability goals by ensuring that the Company and its subsidiaries’ (collectively referred to as the “Group”) activities and business operations are balanced by incorporating sustainable practices and aligning them to the Group’s corporate vision and mission. Whilst striving for growth and profitability, Powertechnic is committed to improving the social, environmental and economic impact for all stakeholders including the Group’s employees and the communities that the Group operates in while addressing relevant environmental, social and governance (“ESG”) issues responsibly and profitably.

This Group Sustainability Policy (“Policy”) applies to Powertechnic and all its subsidiaries, and is aligned with the Group’s vision and mission. This Group’s Policy aims to focus on sustainability objectives over the following identified areas to demonstrate the Group’s commitment to addressing sustainability challenges.

1. ECONOMIC SUSTAINABILITY

Economic sustainability is a broad set of decision-making principles and business practices aimed at achieving financial profitability and business growth without creating negative impacts to ESG. In recognising the importance of economic sustainability, the Group will strive to meet the following commitments:-

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- To plan and target its business ventures and endeavours to remain profitable.
- To support responsible stewardship of resources, products and services.
- To actively engage with business partners, suppliers and customers.
- To conduct business in an open, transparent and accountable manner.

2. ENVIRONMENTAL SUSTAINABILITY

Support actions such as the following to reduce pollution and ensure reduced impact on environmental degradation in the Group’s business operations for sustainability of its business:-

- Promoting the adoption of good environmental practices by identifying environmental impacts that the Group contributes to and establish environmental management procedures that can be incorporated into all business decisions, in a cost-effective manner.
- Reducing wastage of material and water consumption.
- Minimizing waste through commitment, where feasible, to reuse, recover or recycle recyclable material (i.e. plastics, paper, glass, etc.).
- Complying with all environmental regulatory and legal requirements.

3. SOCIAL SUSTAINABILITY

Social sustainability is focused on the development of programs and processes that promote social interaction and cultural enrichment. It emphasises protecting the vulnerable, respecting social diversity and ensuring that the Group put priority to meet the following commitments:-

- Meeting expectations of local communities, empowering employees, developing a safe and harmonious workplace, and supporting social and community events.
- To create long-term value for stakeholders and improve the quality of life for the local communities.
- To provide training and personal development to employees, in order to become more proactive and knowledgeable in their related fields of work.
- To promote gender diversity and provide equal opportunity and remuneration for both men and women.
- To eliminate improper conduct and practices, including but not limited to workplace bullying, discrimination against individual differences, discriminatory and sexual harassment, intimidation and victimization.
- To promote racial harmony and prevent racial discrimination.
- To provide equal opportunity to all eligible employees.
- To ensure fair remuneration strictly based on performance.
- To strengthen and continuously review the health, safety and well-being of its employees and business partners.
- To support social community events in order to promote a healthy lifestyle.

4. GOVERNANCE SUSTAINABILITY

Governance sustainability is becoming more essential in gaining the confidence of investors, other stakeholders and the public. The Group recognises the importance of governance sustainability and incorporating it into all functions and processes, which include strategic planning, accountability, sustainable planning and development to meet the following commitments:-

- To comply with all applicable laws, regulations and rules while conducting business in accordance with established best practices.
- To undertake sustainability initiatives to promote integrity, ethical business practices and implement adequate measures against bribery and corruption.
- To maintain accountability and transparency in the Group's sustainability management system.
- To ascertain that all projects and plans are in line with the relevant laws and regulations and guidelines of all relevant authorities.

This Policy will be reviewed periodically by the Board to ascertain that Powertechnic's sustainability practices is in line with the Group's vision and mission and complies with best practices prescribed.

This Sustainability Policy was approved and adopted by the Board on 27 November 2024.