# MESINIAGA
# SUSTAINABILITY POLICY

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**1. Purpose**

This Sustainability Policy ("the Policy") sets out Mesiniaga Berhad's commitment to delivering sustainable value to its stakeholders by integrating Environmental, Social, and Governance (ESG) principles into the Company's core values, business strategy, and operations.

The Policy establishes a structured framework to guide the identification, management, and reporting of material ESG risks and opportunities, supporting informed decision-making and long-term business resilience. It aligns with Bursa Malaysia's Main Market Listing Requirements, including the relevant Practice Notes and the Sustainability Reporting Guide, applicable laws and regulations, as well as relevant international frameworks such as the United Nations Sustainable Development Goals (SDGs).

This Policy should be read in conjunction with the Code of Conduct, Anti-Bribery and Corruption Policy, Risk Management Policy, and other relevant governance documents.

**2. Scope**

This Policy applies to Mesiniaga Berhad and its subsidiaries, covering all employees, business operations, and decision-making processes. The Policy extends across the Company's value chain, including suppliers, vendors, contractors, and business partners, who are expected to uphold ESG principles consistent with this Policy, where practicable.

**3. Responsibilities**

The Company's sustainability governance structure is as set out in the Appendix.

Management is responsible for the implementation of this Policy, while the Board provides oversight.

i) Board of Directors

The Board of Directors is responsible for reviewing and approving the Sustainability Policy and providing oversight to ensure that appropriate measures and initiatives are implemented in accordance with the Policy.

## 3. Responsibilities (Cont'd)

ii) Chief Executive Officer (CEO)

The CEO is responsible for leading and overseeing the Company's sustainability strategy, ensuring alignment with the Company's overall business strategy and corporate goals, and reporting ESG performance to the Board on a regular basis.

iii) ESG Committee

The ESG Committee is responsible for developing and recommending sustainability strategies and policies in line with the Company's ESG priorities, coordinating implementation across the Group, and supporting the monitoring of ESG performance against established targets and metrics.

The ESG Committee also identifies and, where appropriate, escalates material ESG risks and opportunities to Management and the Board, and supports the preparation of sustainability disclosures in accordance with applicable reporting requirements.

## 4. ESG Commitments

Mesiniaga identifies and reviews its material ESG matters on an annual basis, taking into account stakeholder expectations, business priorities, and industry developments. These matters form the basis of the Company's sustainability strategies and disclosures.

The Company is committed to the following:

i) Environmental

a) Responsible environmental stewardship, including energy, emissions, and resource management.
b) Consideration of climate-related risks and opportunities in strategic and operational decision-making.
c) Promotion of environmentally responsible practices across operations and the value chain, where practicable.

## 4. ESG Commitments (Cont'd)

ii) Social

a) Promotion of diversity, equity, and inclusion within the workplace.
b) Safeguarding the occupational safety, health, and well-being of employees.
c) Supporting employee development through continuous learning and skills enhancement.
d) Upholding human rights and fair labour practices across operations and business relationships.
e) Supporting corporate social responsibility initiatives, including across the value chain.

iii) Governance

a) Ensuring compliance with applicable regulatory requirements and promoting transparency, accountability, and integrity in business operations.
b) Implementing and enforcing anti-bribery and corruption measures, as well as whistleblowing practices.
c) Ensuring the protection of data and information, including personal data, in accordance with applicable laws and best practices.

## 5. Risk and Opportunity Management

The Company identifies, assesses, and manages ESG-related risks and opportunities as part of its overall risk management framework.

## 6. Metrics, Targets and Performance

The Company establishes appropriate ESG metrics, targets, and key performance indicators (KPIs) to monitor and evaluate sustainability performance.

Performance against these targets is tracked by designated leads within the ESG Committee and reported to the Board at least semi-annually.

**7. Reporting and Disclosure**

The Company's Sustainability Statement in the Annual Report shall conform with Bursa Malaysia's Listing Requirements and applicable reporting standards, and the sustainability information disclosed shall be reliable, consistent, verifiable, and comparable.

**8. Review and Updates**

This Policy is reviewed annually, or earlier if there are regulatory changes, to ensure continued relevance and alignment with applicable requirements and best practices.

[End of Policy]

**Appendix: Sustainability Governance Structure**