

SUSTAINABILITY POLICY

1. INTRODUCTION

At Cabnet Holdings Berhad (“Cabnet”) and its subsidiaries (collectively referred to as the “Cabnet Group” or “the Group”), we recognise that prioritising sustainability is imperative in driving long-term business growth as well as in creating shared value for our stakeholders.

To this end, this Policy serves to facilitate Cabnet Group’s commitment to conduct its business responsibly through the integration of Environmental, Social and Governance (“ESG”) considerations. Cabnet Group shall take all possible steps:

- 1.1 To ensure that the Group’s activities create long term value for all its stakeholders via sustainable development practices; and
- 1.2 To execute the Group’s strategy in a manner that addresses sustainability risks and opportunities in an integrated and strategic manner to support its long-term strategy and success.

2. OBJECTIVES OF SUSTAINABILITY POLICY

This Policy aims to integrate a philosophy of sustainable development into all of Cabnet Group’s activities, in order to contribute to a better society; establish and promote sound environmental practices and minimise harm, and deliver sustainable development throughout our operations.

3. 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:-

- To pursue sustainable long-term economic performance which will in turn generate attractive returns on investment to shareholders.
- 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.

4. 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.

5. 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.

6. GOVERNANCE

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.

7. APPLICATION AND SCOPE

The Sustainability Policy shall apply to Cabnet Group and all Directors and employees of the Cabnet Group.

This policy makes reference to, and shall be read together with other relevant codes and policies including but not limited to policies as below: -

- Code of Conduct and Business Ethics Policy
- Continuing Education Policy
- Stakeholders Communication Policy
- Whistle-Blowing Policy

This Policy is published on Cabnet's website and accessible by internal and external stakeholders of the Cabnet Group. Cabnet shall include an overview of the application of its sustainability practices during its financial year in its annual report and Corporate Governance Report which is announced to Bursa Malaysia Securities Berhad and distributed to shareholders annually together with the Notice of the Annual General Meeting.

8. REVIEW OF THE SUSTAINABILITY POLICY

The Policy shall be reviewed periodically by the Board to ascertain that Cabnet Group'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 24 February 2022.

This Sustainability Policy was last reviewed and revised on 28 April 2025.