

SUSTAINABILITY POLICY

Policy No: MLABS/GW/POL/SUS/v1.1

Effective Date: 26th May 2025

1. Introduction

The Group is committed to adhere to business ethics through integrity, transparency with a constant and growing progression towards excellence in every area of business conduct, striving towards its sustainable goals. The Board and Senior Management of the Group recognises the importance of prioritising sustainability as part of its overall approach to value creation.

A strategic and concerted approach to addressing ESG issues, considering both the Group and its stakeholders, supports the mitigation of business and operational risks. This approach ensures sustained financial and non-financial value creation across short, medium, and long-term horizons.

2. Objectives

The Policy sets the principles and foundation for the Group's sustainability strategy, ensuring that all corporate activities and businesses are carried out to enhance the value creation for shareholders while considering the interests of stakeholders, natural resources, society and local communities. It promotes sustainability, integration and dynamism in achieving the Group's sustainable goals.

3. Responsibilities

<u>Roles</u>	<u>Responsibilities</u>
3.1 Board	The Board takes full responsibility for the Group's sustainability strategy, integrating sustainability considerations throughout the Group. The Board fulfils the ESG responsibility by delegating to the ESGC.
3.2 ESGC	(Refer to the Terms of Reference of the ESGC)
3.3 Senior Management	Senior Management works closely with the ESGC to integrate sustainability into business operations. Senior Management supports the ESG Working Group in managing the implementation of sustainability strategies and initiatives across the Group.
3.4 ESG Working Group	The ESG Working Group consists of representatives from various divisions within the Group and operates under the oversight of Senior Management. It engages with stakeholders to implement, oversee, and address all sustainability-related issues.



Sustainability Governance Structure

4. Scope

The Policy applies to the Group, who are accountable for the adherence, implementation, and monitoring of the Policy. The Group is dedicated to promoting its sustainability practices and culture throughout its network of business partners, suppliers, and contractors.

5. Sustainability Commitment

The Group adopted a triple bottom line perspective towards value creation. The Group integrated sustainability considerations into all business decisions, functions and work processes, with the aim of creating value and contributing to sustainable development. The Group aims to achieve long term business sustainability through four pillars:

- i. Economic
- ii. Environment
- iii. Social
- iv. Governance

5.1. Economic

- (a) Provide an enhanced customer experience, putting customers at the centre of everything we do;
- (b) Deliver on products and services that are innovative and quality by continuously engaging with our customers and keeping up with market trends and strategies;
- (c) Prioritise sourcing from local suppliers to support local economies and sustainable economic development.

5.2. Environment

- (a) Ensure healthy, safe and environmental-friendly spaces for employees;
- (b) Continuously seek to reduce environmental impact by improving our resource efficiency through reducing energy consumption, optimising water use, and minimising waste generation.

5.3. Social

- (a) Provide a safe, healthy and empowering workplace as well as professional development to our employees so that they can continuously perform in an effective and efficient manner yet enhancing their skills and future career development;
- (b) Nurture diversity and equality of our employees, it pursues an inclusive environment and strives for a fair and equitable treatment of all employees regardless of sex, age, sexual orientation, disability, ethnicity or religion;
- (c) Create a supportive and sustainable work environment by closely monitoring employee turnover to identify trends and improve retention, as well as addressing any potential human rights violations.

5.4. Governance

- (a) Place integrity first and foremost in everything that we do; and
- (b) Operate a strong governance structure, emphasising on ethics and transparency in relation to sustainability issues including but not limited to corruption and bribery, discrimination, confidentiality of information, conflict of interest, internal control, money laundering, environment, health and safety as well as whistleblowing.

6. Reviews and Notices

The Policy shall be circulated to the Board and Employees of the Group who have email access. Group Human Resources shall arrange for those without email access to read, comprehend, and acknowledge the Policy. Our commitment to sustainability extends to a continuous improvement of our policies and procedures. This process ensures that our sustainability initiatives remain relevant and responsive to evolving needs and challenges. Where amendments to the Policy are deemed necessary, they shall be submitted to the Board for approval.

End.