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MY E.G. SERVICES BERHAD

[Registration No. 200001003034 (505639-K)]

SUSTAINABILITY POLICY

1. Introduction

This policy is intended to address MY E.G. Services Berhad (“MYEG” or “the Company”) and all subsidiary companies within the MYEG Group (“the Group”).

Sustainability encompasses all aspects of ethical business practices, addressing relevant Environment, Social and Governance (ESG) issues responsibly and profitably.

2. Objectives

This policy aims to:

- 2.1. Endeavour to integrate the principles of sustainability into the Group’s strategies, policies and procedures;
- 2.2. Promote sustainable practices;
- 2.3. Ensure that the Board and Senior Management are involved in implementation of this policy and review the sustainability performance; and
- 2.4. Create a culture of sustainability within the Group, and the community, with an emphasis on integrating the environmental, social and governance considerations into decision making and the delivery of outcomes.
- 2.5. To ensure MYEG continues to stay abreast with emerging local and global environmental, social and governance (“ESG”) trends and responds proactively to ensure continued stakeholder and organizational value creation.
- 2.6. To progressively align the Group’s endeavours towards supporting the realization of appropriate United Nations Sustainable Development Goals (“UNSDG”).
- 2.7. To enhance the sustainability of the business model from a triple bottom-line perspective of economic, environmental and social values.

3. Social Sustainability

Social sustainability is focused on the development of programs and processes that promote social interaction and cultural enrichment. It emphasizes protecting the vulnerable, respecting social diversity and ensuring that the Group put priority on social capital.

- 3.1. To maintain a safe and healthy workforce;
- 3.2. To recruit and retain high potential and high performing employees;
- 3.3. To use training and development as a strategic investment and a way of shaping culture and behaviour in the Group;
- 3.4. To enable employees to further develop their professional and personal skills;
- 3.5. To constantly seek to cultivate a workplace environment that promotes cultural, ethnic, religious and gender diversity that as much as possible, reflects the local demographic composition of the community or country in which we operate in. The focus is to harness diversity towards developing a more empowered workforce that can draw from its plural background to develop ideas and solutions that support innovation and productivity.
- 3.6. To support equal employment for underserved communities including those with physical disabilities, or from the indigenous communities so they may have opportunities for

gainful employment and meaningful work.

- 3.7. To prevent sexual harassment and other forms of violence against men and women in the workplace;
- 3.8. To be recognised as a good corporate citizen by creating value for community stakeholders;
- 3.9. To actively encourage employees to get involved in charitable work;
- 3.10. To respond in a professional and timely manner to public enquiries;
- 3.11. To continue improve public perception and experience of the Group; and
- 3.12. To support and encourage community development.
- 3.13. To support nation-building and the continued progress of the socio-economic development of Malaysia and in other countries we operate in.

4. Environmental Sustainability

The Group is committed to identify, manage and minimise the environmental impact of business operations.

- 4.1. To reduce consumption of non-renewable, non-recycled materials, especially fossil fuels.
- 4.2. To pursue and encourage the use of renewable resources, including renewable energy where feasible.
- 4.3. To minimise the level of pollutants entering the air and water from daily business operations;
- 4.4. To comply with environmental regulatory and legal requirements;
- 4.5. To create an ever-increasing awareness of this policy within the Group and stakeholders.\
- 4.6. To monitor and address its direct and indirect contributions to climate change, primarily carbon emissions arising electricity and fuel consumption.

5. Governance Sustainability

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

- 5.1. To ensure sustainability forms an integral part of the Strategic Planning;
- 5.2. To enhance sustainability through regular updates of strategies, policies, procedures and provide relevant training;
- 5.3. To establish and continue to improve appropriate governance structures and processes;
- 5.4. To assess the impacts and outcomes of sustainability; and
- 5.5. To plan for long term resources including human and financial.
- 5.6. To ensure members of the sustainability structure, notably the Board and Senior Management possess the knowledge and capabilities to discharge their duties i.e. champion sustainability effectively.

6. Reports and Disclosures

The Company will regularly disclose its ESG performance, which includes providing an annual Sustainability Statement within its the annual financial report.

This policy shall be reviewed annually by the Board.

This Sustainability Policy was reviewed and approved by the Board of Directors on 28 February 2024.