

SUSTAINABILITY STATEMENT

Hartalega's vision is to be a trusted global healthcare products provider by touching lives and creating positive impact through innovative healthcare products.

In pursuance of our corporate vision, Hartalega strives to do the right thing at all times and is committed to operate in a sustainable manner. We stay guided by our values in upholding the highest standards of governance, taking care of the community and safeguarding the environment, demonstrated through our sustainability commitments.

It is our goal to:

- Uphold the highest standards of governance and integrity in our business practices, while expanding our footprint to deliver high quality innovative products in line with ESG leading practices;
- Manage natural resources responsibly and actively seek opportunities to reduce emissions and improve water and energy efficiency;
- Stay dedicated to fair and equal treatment for all employees, instilling a culture of respect and safety while building a strong talent ecology; and
- Continue touching lives of the communities around us.

Our sustainability commitments are anchored on four (4) sustainability pillars:

Pillar 1: Uphold the highest standards in our business practices and product quality

- Uphold the highest standards of governance and integrity in our operations and business practices by cultivating a corporate culture that abides by a strict ethical code;
- Deliver high quality products and solutions that cater to the needs of our clients and end users, including health and safety of the end users through innovation;
- Contribute to the economic development of the local communities;
- Cultivate a responsible supply chain through fair and ethical procurement practices;
- Safeguard systems and networks to protect our business and stakeholders' data, information, and intellectual property against data and cybersecurity breaches; and
- Build customer trust and loyalty in the highly competitive market and promote sustainable consumption of products.

Pillar 2: Safeguard the environment

- Ensure sustainable water usage and protect our planet's water sources;
- Reduce greenhouse gas emissions and enhance energy efficiency in operations;
- Safe handling of hazardous substances and minimise waste disposal to landfills, by reducing waste, reusing and recycling resources;
- Efficient use of natural resources and consider use of sustainable raw materials throughout our operations;
- Preserve our surrounding environment while safeguarding the wellbeing of our surrounding communities;
- Maintain an International Standard Organisation (ISO) certified Environmental Management System and ensure continual improvements, including preventing environmental pollution and noise;
- Consider the life-cycle impact of our products including products end-of-life and enhance our efforts to design and develop more sustainable products and solutions;
- Caring for natural environment by placing importance on preserving the environment, including protection and enhancement of biodiversity and natural ecosystems around our operational sites, where applicable;

- Work towards prevention of deforestation or conversion of peatland from our supply chain;
- Consider all climate-related risks and opportunities and integrate them in our business strategy to meet long-term environmental and energy-security needs, combating climate change; and
- Continuous effort to work towards minimizing our carbon footprint to achieve net zero carbon emissions and improve environmental performance.

Pillar 3: Care for our employees

- Respect and protect employees' and workers' rights in the operations and supply chain;
- Cultivate a culture of care that prioritises health and safety across the Group;
- Strengthen social due diligence through audits and supply chain assessments; and
- Attract and retain talent through fair treatment as well as empower employees to develop skills for future needs.

Pillar 4: Contribute to the wellbeing of local communities

- Strive to bring about societal benefit by contributing positively to the local communities through Corporate Social Responsibility (CSR) Department and the philanthropic arm of Yayasan Hartalega; and
- Cultivate a brighter future for our nation by empowering young Malaysians.

Revision to this statement was adopted by the Board on 7 May 2024.