



**PANTECH GROUP HOLDINGS BERHAD**

Registration No. 200601013856 (733607-W)

**SUSTAINABILITY POLICY**

[Updated on 19 June 2024]

## **1. STATEMENT**

- 1.1. At Pantech Group Holdings Berhad (“PANTECH” or “the Group”), we recognize the critical role we play in shaping a sustainable future for our planet and society. With this in mind, we are dedicated to integrate economic growth, environmental protection and social considerations, along with strong governance principles into our business operations.

## **2. OBJECTIVE**

- 2.1 The objectives of this Sustainability Policy are:
- To serve as a guiding framework that reflects our organisation’s commitment to bring positive Economic, Environmental and Social (EES) impact;
  - To integrate Sustainability principles, United Nations Sustainable Development Goals (SDGs) and related international standards and goals (whenever applicable) into strategic decision-making processes;
  - To increase awareness and promote Sustainability practices within the organisation;
  - To ensure proper governance is in place, fostering transparency, accountability and ethical conduct throughout our organisation’s Sustainability initiatives.

## **3. SCOPE**

- 3.1 Controlling interest companies of Pantech Group Holdings Berhad are required to adhere to this Policy, while non-controlling interest company is encouraged to either adopt this Policy or align their own policies with the principles and guidelines established herein.

## **4. GOVERNANCE**

- 4.1 The Board of Directors is responsible for overseeing PANTECH’s Sustainability strategies, risks, policies and practices. The Board of Directors provide strategic oversight to ensure that Sustainability is embedded in the organisation’s long-term strategy and in daily practices.
- 4.2 The Sustainability Management Committee is established to support the Board’s oversight roles and to implement the Group’s ESG initiatives. Duties and responsibilities of the Sustainability Management Committee are set out in the Terms of References.

## **5. PRINCIPLES**

### **5.1 ECONOMIC**

PANTECH recognizes that good corporate governance practices are essential for achieving consistent and strong financial results. The following economic principles are our commitment to ethical and responsible business conduct, which not only aligns with our core values but also contributes to our financial stability and long-term success:

- 5.1.1. PANTECH is committed to upholding the highest standards of ethics, integrity and accountability in all its business operations. We will conduct our business with transparency and fairness while fostering trust among our stakeholders.

- 5.1.2. PANTECH rejects all forms of bribery and corruption. We adhere to the Anti-Bribery and Corruption Policy and the relevant laws and regulations and will take necessary measures to prevent bribery and corruption within our organisation.
- 5.1.3. PANTECH are committed to operate responsibly and conduct business in compliance with the applicable laws, regulations and industry standards.
- 5.1.4. PANTECH places a high value on the quality of the products and services provided. PANTECH continually assess and enhance the processes and offerings to meet or exceed customer expectations. Through a culture of continual improvement, we aim to deliver superior quality in all aspects of our operations.

## 5.2 ENVIRONMENTAL

PANTECH recognizes that environmental protection and conservation is integral to achieve a sustainable future. Hence, we are committed to address environmental challenges across six (6) key areas: Climate Change, Energy Usage, Pollution, Resource Use, Waste Management and Water Usage. We aim to minimize our ecological impact and contribute to a healthier planet through implementing responsible practices in our operations.

To address the challenges, we strive to:

### 5.2.1. Climate Change

- Aim to achieve Net Zero by 2050 through a three-phase roadmap as decided by the Sustainability Management Committee;
- Enhance resource efficiency and applying conservation measures in our operations to reduce greenhouse gas (GHG) emissions;
- Continue to explore options and implement mitigation measures to reduce emissions across our operations including but not limited to adopting renewable energy, enhancing resources efficiency, adopting low-carbon technologies, sustainable transportation etc;
- Measuring carbon footprint and review the data periodically to evaluate the effectiveness of mitigate measures implemented;
- Supporting and aligning with international standards for climate change reporting and targets, whenever possible, such as the Task Force on Climate-related Financial Disclosures (TCFD).

### 5.2.2. Energy Usage

- Implement energy-saving measures, including but not limited to turning off non-critical machineries, lights and air-conditioning system when not in use, installation of LED lighting etc. to reduce energy consumption;
- Place reminders or signages at locations to encourage employees to practice energy-saving measures;
- Explore opportunities and invest in renewable energy such as solar energy;

- Regular monitoring on electricity usage and identify areas for improvement towards energy efficiency goals.

#### 5.2.3. Pollution

- Comply to the applicable laws, regulations and standards to ensure our operations meet the established standards for environmental protection;
- Implement control measures in our operations and carry out environmental compliance checks to ensure adherence to relevant environmental regulations;
- Encouraging awareness about the impacts of pollution and ways to mitigate it through training programs, awareness campaigns and educational resources.

#### 5.2.4. Resource Use

- Identify opportunities for greater efficiency in resource consumption;
- Encourage employees and stakeholders to adopt sustainable sourcing practices in operations, considering the environmental and social impacts;
- Educate employees and stakeholders to embrace resource-conscious behaviours through training and awareness campaigns.

#### 5.2.5. Water Usage

- Implement water-saving measures to reduce water consumption;
- Develop water management plan i.e. installing rainwater harvesting system to reduce consumption of potable water sources and support water conservation efforts;
- Regularly track and report on water usage metrics to ensure efficient consumption, identify areas of improvement and take corrective actions to optimize water utilization.

#### 5.2.6. Waste Management

- Encourage employees and stakeholders to practice the 4R principles: Reduce, Reuse, Recycle and Recover to minimize waste generation;
- Collaborate with waste management partners to support sustainable waste disposal solutions.

Through collaborative efforts with our employees and external stakeholders, we strive to make a positive impact on the environment and reaffirm our commitment to environmental responsibility and a greener future.

### 5.3 SOCIAL

At PANTECH, we recognize that our responsibilities extend beyond business operations. PANTECH aims to be a responsible employer and good corporate citizen, contributing positively to the society and communities in which the Group operates. The following are some of the guiding principles that drive our efforts to foster positive social impacts:

### 5.3.1. Respect for Human Rights

PANTECH is committed to upholding human rights in all aspects of our operations. We stand firm in our pledge to respect the fundamental human rights of all individuals, not only within our organisation but also extend to external stakeholders. PANTECH steadfastly upholds the following core principles:

- Non-Discrimination
- Fair Employment Conditions
- Health and Safety
- Freedom of Association and Collective Bargaining
- No Forced and Child Labour
- Free from Harassment and Abuse

### 5.3.2. Community Engagement

PANTECH is committed to actively engaging with the communities in which we operate. We seek to collaborate on projects which contribute to social development and align with PANTECH's identified UN Sustainable Development Goals (SDGs) namely: Zero Hunger, Quality Education, Reduced Inequalities, and Climate action.

## **6. DISCLOSURES AND REPORTING**

PANTECH reports its Sustainability efforts in the Group's Sustainability Statement which forms part of the Annual Report. The reports and other relevant information are available on the corporate website at <https://pantech-group.com/>

## **7. REVIEW OF THE POLICY**

The terms of the Policy shall be assessed, reviewed and updated as and when required for effectiveness and compliances with the Frameworks and/or governing legislation and regulatory requirement.

## **8. APPENDIX – RELATED POLICIES**

PANTECH has policies established to complement this Sustainability Policy, which included but not limited to:

- i) Anti-Bribery and Corruption Policy
- ii) Whistle Blowing Policy
- iii) Human Rights Policy
- iv) Occupational Safety and Health Policy
- v) Environmental Policy