



SUSTAINABILITY POLICY

1. Introduction

Eastern & Oriental Berhad (“the Company” or “E&O”) and its subsidiaries (“the Group”) recognise the importance of sustainability and its impact to the business. E&O is committed to driving responsible and sustainable business practices throughout the organisation. As a developer and operator of premium lifestyle properties, the Company ensure sustainability by creating economic value from all of the developments and maintaining a track record of delivering products with exceptional quality. At the same time, E&O is particularly mindful of its role in preserving the environment and enhancing the well-being of individuals, and the communities where the Group is operating in.

2. Objectives

This policy aims to:

- 2.1. endeavour to integrate the principles of sustainability into the Group’s strategies, decision-making, policies and procedures;
- 2.2. provide guidance to conduct business responsibly in line with the global sustainable development goals;
- 2.3. ensure compliance with the relevant laws and regulations and where applicable, to apply and adopt best practices according to international standards;
- 2.4. ensure proper governance of the sustainability matters and formalise performance management based on sustainability goals of the Group; and
- 2.5. create and promote sustainability culture with an emphasis on integrating the environmental, social and governance considerations into decision making and the delivery of outcomes.

3. Environmental

The Group is committed to identify, manage and minimise the environmental impact of its business operations and strive for continual improvement in its actions in line with the national environmental policy as well as the global sustainable development agenda.

- 3.1 To optimise resources use with adoption of energy-efficient and water-efficient equipment and encourage responsible resources consumption throughout the organisation;
- 3.2 To establish waste management procedures and promote 3R (Reduce, Reuse and Recycle) concept in its operations;
- 3.3 To promote environmental awareness among the employee and people in the supply chain, where applicable;
- 3.4 To reduce or mitigate negative biodiversity impacts by protecting and conserving dedicated green spaces as well as conducting environment restoration program, where appropriate; and
- 3.5 To support the global initiatives to combat climate change by adoption of international recommendations on emission reporting and goals setting, where relevant.

4. Social



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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 on social capital.

- 4.1. To safeguard the well-being, health and safety of our employees, contractors and the public at large at our operation sites and offices in accordance with the international operating standards;
- 4.2. To develop attractive policies and programmes to recruit and retain talent and support continuous learning by providing training and development opportunities to the employees;
- 4.3. To adopt appropriate labour standards inclusive of local minimum wages policy, prevention of child and forced labour, and adhere to international child labour regulations and human rights standards, where relevant and applicable to the business and operations;
- 4.4. To promote racial harmony, gender equality, equal opportunity and prevent workplace discrimination, sexual harassment, excessive working hours and any forms of workplace violence; and
- 4.5. To organise, participate, and support community engagement (e.g., sponsorships, donations, youth employment, internships, volunteer initiatives and others) that is aligned with the Group's business strategy and key focus areas.

5. Governance

Governance is essential to ensure accountability of the management and implementation of sustainable practices throughout the Group in accordance with the policies, strategies and action plans developed by the Board. The Group recognises the importance of sustainability governance and a robust governance structure is established to set clear roles and responsibilities of the Board and Management in sustainability management.

- 5.1. To emphasise conduct of business in ethical manners to achieve highest level of integrity with no tolerance of corruption activities;
- 5.2. To ensure compliance with relevant laws and regulations governing the operations of the Group;
- 5.3. To enhance sustainability practices through regular updates of strategies, policies, procedures and provide relevant training to keep abreast with sustainability issues;
- 5.4. To establish and continue to improve the processes and reporting structure for sustainability matters; and
- 5.5. To review the sustainability performance according to the goals set by the Group.

6. Review

This policy shall be reviewed by the Board as and when required in accordance with the needs of the Company.