



SUSTAINABILITY POLICY

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Introduction

This policy is intended for SMRT Holdings Berhad (“SMRT” or “the Company”) and all subsidiary companies within the SMRT Group, hereinafter referred to as the Group. Sustainability encompasses all aspects of ethical business practices, addressing relevant Environment, Social and Governance (ESG) issues responsibly and profitably.

The Group recognises the importance of sustainability and its increasing impact to the business. The Group is committed to understanding and implementing sustainable practices and to exploring the benefits to the business whilst attempting to achieve the right balance between the needs of the wider community, the requirements of shareholders and stakeholders and economic success.

Objectives

This policy aims to: -

- A. Integrate the principles of sustainability into the Group’s strategies, policies and procedures;
- B. Promote sustainable practices;
- C. Comply with and exceed, where practicable, all applicable legislation, regulations and codes of practice;
- D. Ensure that the Board and senior management are involved in implementation of this policy and review the sustainability performance; and
- E. 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.

Social Sustainability

Social sustainability is focused on the development of programmes and processes that promote social interaction and cultural enrichment. It emphasises protecting the vulnerable, respecting social diversity and ensuring that the Group places significant importance on social capital as follows: -

- A. To maintain a safe and healthy workforce;
- B. To recruit and retain high potential and high performing employees;
- C. To use training and development as a strategic investment and a way of shaping culture, good standard of practices, quality services and behaviour in the Group;

- D. To enable employees to further develop and enhance their professional and personal skills;
- E. To promote safety and well-being amongst all employees;
- F. To provide a safe and healthy workplace for all employees;
- G. To prevent sexual harassment and other forms of violence against employees and to protect their reproductive rights;
- H. To be recognised as a good corporate citizen;
- I. To align our Corporate Social Responsibility (“CSR”) Programmes with the Group’s activities;
- J. To actively encourage our people to get involved in CSR activities/programmes;
- K. To respond in a professional and timely manner to public enquiries;
- L. To continuously improve public perception and experience of the Group.

Environmental Sustainability

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

We will: -

- A. Ensure that all management decisions reflect our Health, Safety and Environment (“HSE”) intentions;
- B. Ensure all employees understand their HSE accountabilities and demonstrate visible HSE leadership;
- C. Provide direction, education, training and supervision to ensure that all employees understand the required behaviours and the consequences of non-compliance;
- D. HSE hazards will be assessed, where possible eliminated, and where this is not the case reduced to a risk level which is considered as low as reasonably practicable;
- E. Continually improve our HSE performance so that work related ill health and incidents are reduced and so that environmental emissions, waste and the use of energy are reduced relative to activity;

Governance Sustainability

Governance sustainability refers to compliance in strategic, financial and operational policies/requirements & procedures to gain the confidence of investors, other stakeholders and the public.

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

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- A. To ensure sustainability forms an integral part of the Strategic Planning;
- B. To enhance sustainability through regular updates of strategies, policies, procedures and provide relevant training;
- C. To establish and continue to improve appropriate governance structures and processes;
- D. To plan for long term resources including human and financial.

Disclosure

The Company will report on its sustainability efforts in various parts of the Company's annual report.