



EMITS BERHAD

[Registration No. 202501005450 (1606864-T)]
(Incorporated in Malaysia)

SUSTAINABILITY POLICY

1. INTRODUCTION

This Sustainability Policy ("**Policy**") is intended to address sustainability policy and practices for Emits Berhad ("**the Company**") and all its subsidiaries ("**the Group**").

Sustainability forms the vision and core value of the Company and it encompasses all aspects of ethical business practices of the Company, addressing relevant Environment, Social and Governance ("**ESG**") issues responsibly and profitably.

2. OBJECTIVES

This Policy aims to:

- (a) Promote and ensure all employees are aware of, and committed to, implementing and measuring sustainability activities by considering environmental, social and governance factors.
- (b) Promote sustainable practices within the Group and the stakeholders with an emphasis on integrating ESG consideration into the day-to-day operation;
- (c) Ensure that the Board of Directors ("**Board**") and senior management are involved in implementation of this Policy and review the sustainability performance.
- (d) Integrate the principles of sustainability into the Group's strategies, policies and procedures and business decisions.
- (e) Establish, monitor, and review the Company's ESG performance targets to ensure continual improvement and accountability.

3. ECONOMIC SUSTAINABILITY

The Group recognises the importance of contributing positive economic values that can benefit both the organisation as well as stakeholders, through the following initiatives:-

- (a) Monitor the Group's financial performance and develop strategies to drive sustainable business growth.
- (b) Prioritise the sourcing and procurement of materials and services locally, where applicable, in an ethical and responsible manner.

4. ENVIRONMENTAL SUSTAINABILITY

The Group recognises the importance of environmental protection and commits to minimise the environmental impact of the business operations by:-

- (a) Encourage mindful usage of electricity and water among employees when using office equipment, amenities and other facilities in the workspace.
- (b) Reduce the consumption of paper and other materials through the digitalisation of processes and encourage the practice of reduce, reuse and recycle.

- (c) Minimise the level of pollutants entering into the air and water from daily business operations.
- (d) Encourage mindful waste management among the Group when disposing or handling the waste from daily business operation.
- (e) Comply with environmental regulations and legal requirements.
- (f) Raise awareness of this Policy among the Group and stakeholders to promotes sustainability and ensure that employees are aware of the Group's commitment to protect the environment.

5. 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 puts priority on social capital.

As a responsible corporate entity, the Group is committed to ensure the wellbeing of the society it serves and ensure an inclusive and non-discriminatory work environment that provides equal opportunities for all. The approaches include but not limited to:-

- (a) Safeguard the safety, health and wellbeing of its employees through the cultivation of a robust occupational health and safety culture at all its operating sites.
- (b) Promote racial harmony and prevent racial discrimination or prejudicial behavior.
- (c) Prevent sexual harassment and other forms of violence against women.
- (d) Provide fair and market competitive employee remuneration and benefits.
- (e) Plan and organise training programs and relevant job skills training to address competency gaps in the workforce.
- (f) Maintain high employee morale through feedback gathering and employee engagement activities.
- (g) Enable employees to further develop their professional and personal skills.
- (h) Align the Company's charitable giving with the Group's activities.
- (i) Engage positively with communities and stakeholders where we operate.
- (j) Respond in a professional and timely manner to public enquiries.
- (k) Continue improving public perception and experience of the Group.
- (l) Support and encourage community development.

6. GOVERNANCE SUSTAINABILITY

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 conducts its businesses with utmost integrity, transparency and accountability to manage risks, ensure operational and business sustainability, and retains the confidence of stakeholders by having the following in place:-

- (a) Establish, maintain and fortify the Group's corporate governance and internal control measures and ensure its adherence to all applicable laws and regulatory requirements, standards and industry best practices.
- (b) Advocate a high standard of integrity and ethical business conduct in all its financial and non-financial dealings and uphold the principles of fairness, transparency and responsibility.
- (c) Enforce and strengthen the anti-corruption and anti-bribery protocols across the Group and its stakeholders.
- (d) Ensure sustainability forms an integral part of the strategic planning.
- (e) Enhance sustainability through regular updates of strategies, policies, procedures and provide relevant training.
- (f) Plan for long term resources including human and financial.

7. REPORTING AND DISCLOSURE

The Company shall set long term and short term targets for its sustainability efforts. The targets would be along with metrics for measurement, tracking and reporting. The Company shall integrate the metrics into the Company's performance management as part of the sustainability strategy.

The Company shall report publicly on its sustainability performance on an annual basis in accordance with the provisions of the ACE Market Listing Requirements of Bursa Malaysia Securities Berhad.

8. REVIEW OF THIS POLICY

The Policy shall be reviewed periodically to take account of evolving policies, standards, best practices and technology or when deem necessary by the Board.

9. REVISION OF THIS POLICY

The provisions of this Policy can be amended and supplemented from time to time by a resolution of the Board.

10. EFFECTIVE DATE

This Policy is effective from 11 November 2025.

History:-

Document No.	Version No.	Board's Approval Date	Effective Date
EMITS-017	1.0	11 November 2025	11 November 2025