

**Dayang Enterprise Holdings Berhad (“Dayang”) and subsidiaries (“Dayang Group”)
Group Sustainability Policy**

In Dayang’s pursuit of long-term value creation, our responsibilities extend beyond financial performance and require us to incorporate environmental and social factors, which include, climate change and human rights.

This Sustainability Policy sets out Dayang Group’s stance and commitments pertaining to key sustainability topics in its business and operations.

Dayang Group is committed to the following.

<u>Compliance and Ethics</u>	<u>Environment</u>	<u>People</u>
<ul style="list-style-type: none"> • Complying with all applicable legal and regulatory requirements, covering but not limited to environmental and social laws and regulations • Conducting business ethically and with integrity. • Zero tolerance against bribery and corruption 	<ul style="list-style-type: none"> • Zero spillage or pollution incidents that result in fines or penalties. • Seeking to minimise the negative environmental and social impacts caused by waste generated from the Group’s business, operations, and products. • Incorporating climate-related considerations in its long-term business strategies and incorporate alignment with the Recommendations and the Task Force on Climate-related Financial Disclosures. • Seeking to account for and address its Scope 1 and Scope 2 emissions. 	<ul style="list-style-type: none"> • Safeguarding the safety and health of all people (including but not limited to employees, workers, and visitors) in Dayang Group’s business operations and all employees and workers when providing services on behalf of Dayang Group. • Embracing diversity and being an equal opportunity employer and not discriminate anyone on the basis of race, religion, gender, age, sexual orientation, disabilities, or nationality. • Respecting the freedom of association and right to collective bargaining of all its employees and workers. • Fostering a culture of continuous learning and growth, ensuring all employees have the opportunities to explore diverse talent development paths that align with their personal and professional roles and responsibilities.