



**SUSTAINABILITY
POLICY**

**ECO WORLD INTERNATIONAL
BERHAD**

1 ECO WORLD INTERNATIONAL SUSTAINABILITY POLICY

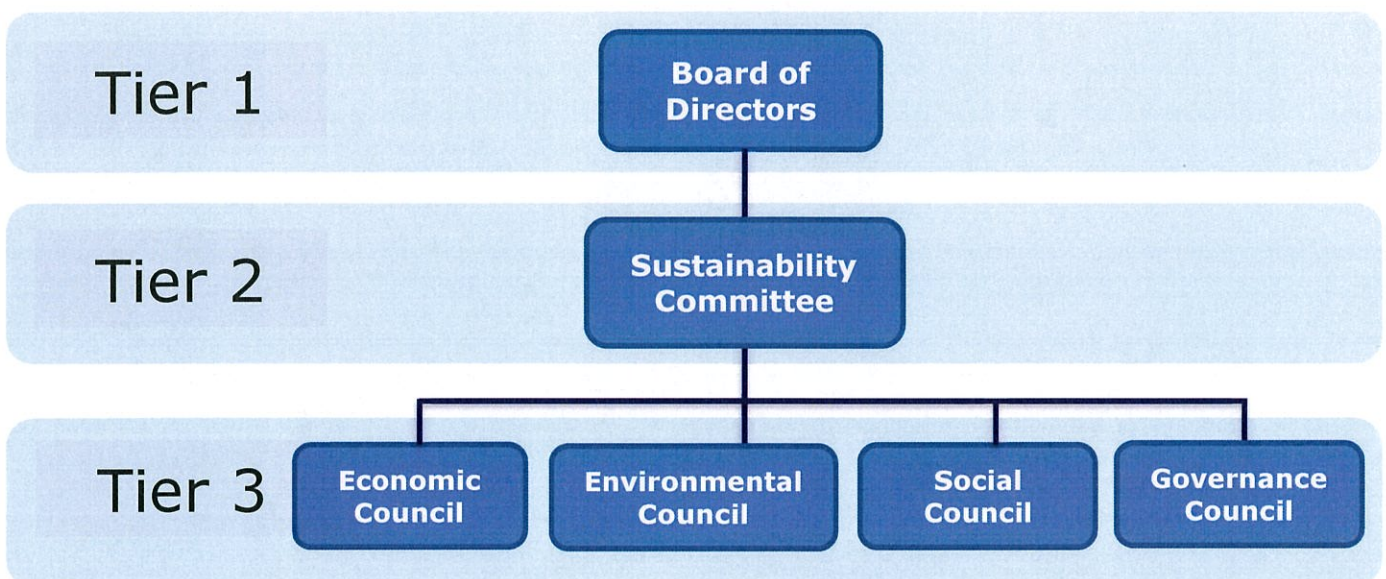
At Eco World International Berhad (EcoWorld International), we work to create sustainable economic return for our stakeholders whilst aligning our environmental, social and governance (**ESG**) goals across the countries we are in with the United Nations Sustainable Development Goals (**SDG**). We do this by ensuring that each job, property and community that we create is truly sustainable and has a long-lasting positive impact in achieving our vision of **Creating Tomorrow & Beyond**.

This Policy provides an overarching position of EcoWorld International and its subsidiaries' (**Group**) commitment to sustainable development and the Group's approach in addressing the economic, environmental and social risks and opportunities that we face in the course of our business operations. As we continue on our sustainability journey, we are evolving and developing our strategies and action plans that will help steer us towards healthy and sustainable business growth, while also remaining conscious and focused on the environment and communities in which we operate.

2 GOVERNANCE

The Board of Directors of EcoWorld International (**Board**) is the ultimate authority over the Group's ESG commitments; reviewing and approving all sustainability-related policies and initiatives. The Sustainability Committee, comprising key senior management personnel covering all disciplines and regions of operation, assists the Board in the implementation of sustainability goals and initiatives, and regularly reports progress on the action plans to meet the Group's sustainability goals.

The Sustainability Committee is supported in the execution of ESG-related plans and initiatives by four sub-working groups, being the Economic, Environmental, Social and Governance Councils. Members of the respective councils are appointed by the Sustainability Committee and are responsible for reporting on the implementation status of ESG initiatives, and for the collation of relevant data for monitoring and analysis purposes.



3 Sustainability Approach & Implementation

Overall Direction

In setting EcoWorld International's sustainability strategy and focus areas, we are driven by EcoWorld's Vision, Mission and Core Values which are reproduced in this Policy for easy reference:

Vision – Creating Tomorrow and Beyond

At the heart of our business, we are driven by the aim of "Creating Tomorrow and Beyond". Ensuring that the jobs, homes and communities that we create are truly sustainable and have a lasting-legacy. The role of corporate social responsibility and its influence on how we deliver this is central to everything we do.

In order to become the brand we want to be, we will leverage on the power of positive collaboration, passionate energy, and fresh ideas that move communities, as outlined in our Mission Statement.

Mission Statement

We will achieve our Vision through EcoWorld's culture of excellence, harnessing our time, talent and resources to:

1. **Create world-class Eco-Living** by providing products and services that continue to **exceed expectations**.
2. Generate & initiate ideas that **disrupt the status quo** and **inspire people**.
3. Continuously raise the bar of excellence, through **borderless teamwork** across EcoWorld.
4. **Unleash, support and grow** everyone's potential in Team EcoWorld.
5. **Commit 2x2x5x5 = 100%** energy, focus & passion in everything we do.

Brand Core Values

1. **Sustainability**
Not just about being green, but in everything we do, we consider the longevity of the positive impact we make on the world.
2. **Tenacity**
Being resilient and not break under pressure, a start-up-like spirit that keeps us staying driven and focused.
3. **Solidarity**
Under the EcoWorld banner, we are one family – no matter if we are in different offices or across distinct EcoWorld communities.
4. **Innovation**
Keep pushing the boundaries, disrupting the status quo, always rethinking and seeking for better ways to create value for all.
5. **Collaboration**
Spirit of mutual respect; not about going fast alone, but going far together – and in the process, bringing out the best in people.
6. **Inclusion**
An empathetic brand that is open to dialogues and is supportive of worthy causes, within & beyond EcoWorld communities.

The United Nations defines sustainable development as “development that meets the needs of the present without compromising the ability of future generations to meet their own needs”. Our vision, mission and brand core values reflect our commitment towards achieving the 2030 Agenda for Sustainable Development adopted by the United Nation.

Our approach to ESG is strongly influenced by the SDGs adopted by the United Nations as a “blueprint to achieve a better and more sustainable future for all”. We are committed to taking positive steps towards greater achievement of all the goals most relevant in the context of our operations and that we can play our part towards the global achievement of the SDGs.

Identifying Our Material Sustainability Matters

We believe in openness and transparency in communication with our stakeholders (including but not limited to employees, customers, investors, regulators, contractors, suppliers, media and non-governmental organisations). Frequent and robust engagement with stakeholders via various methods of communication allows us to keep abreast of their needs and expectations and identify the areas that matter most to us all.

Our Commitments

In the pursuit of sustainable development, we commit to take responsible actions in the following areas in a timely manner:

Good Governance and Good Business Practices

We uphold integrity, good governance and ethical behaviour in all our business practices in order to maintain the trust of our stakeholders and our social license to operate. We are committed to providing quality products and services to all our customers and residents in our developments. We strive to conduct our business responsibly, by making a positive contribution to the communities around our developments. We pledge to conduct our business in accordance with applicable laws and regulations by which we are bound. In the event of any shortcomings, we will take all necessary and appropriate remedial actions as soon as practicably possible to minimise any impact.

Displaying Exemplary Labour Practices & Protecting Human Rights

We are committed to provide a safe, healthy and equal opportunity working environment for our employees. Positive engagements are made with our supply chain partners to encourage and obligate them to do the same. We are committed to ensuring that the appropriate labour standards will be applied and do all within our control and influence to help ensure that all those involved in the delivery of our business operations receive fair salaries / wages for fair working hours. Our employees shall receive equal access to training and development programmes as well as opportunities for career growth.

We have put in place (and will continuously improve) health and safety procedures and measures to ensure the safety of all who are present at our business premises as well as at our construction sites.

We stand strongly against human rights malpractices such as child labour, forced labour and any form of discrimination (in respect of race, religion, gender, age, disabilities, nationality, etc.). Bullying, harassment, and any form of anti-social behaviours will not be tolerated.

Addressing Climate Change & Protecting Biodiversity and the Environment

We are committed to operating responsibly and safeguarding the environment. We acknowledge the negative impacts of climate change, biodiversity loss and environmental degradation resulting in global warming. We are continually looking at what impacts our own operations, have and are developing plans to better understand our own greenhouse gas emissions, pollution and waste production. As a result, we will and are evolving how we monitor and conserve (where possible) the use of energy, water and resources, and to recycle and reuse wherever practicable.

Through our Sustainable Procurement Policy, we seek to work with supply chain partners (which include but are not limited to contractors, consultants, suppliers, vendors, product manufacturers and product distributors), who actively consider environmental issues in their everyday business and encourage them to provide solutions, materials and goods that are sustainable and eco-friendly. Priority is given to the purchase of items produced that take environmental and social issues into consideration and to supply chain partners who are proactive in caring for and conserving the environment.

Through our collaboration with internal and external stakeholders, continuous education and awareness on climate change metrics (particularly in science-based target setting), and commitment from our senior leadership, we intend to work towards a net zero carbon future.

Supporting the Community

We acknowledge the role we play as good corporate citizens in being responsible towards the communities around us. We are committed to engaging with the communities in and around our developments and supporting them by providing the infrastructure necessary for economic and social development and opportunities for employment. Through the Eco World Foundation, we are continually building upon our work to provide equal access to education for children from underprivileged backgrounds in the hopes of eventually elevating the financial and social status of the families under our care.

Our Implementation Commitment

The following are the commitments and procedures we shall undertake to ensure that our chosen sustainability strategies are realised and delivered effectively:

- WE WILL – Conduct awareness and training programmes to ensure that our employees, business associates and the community are well informed on matters relating to sustainability and to obtain their buy-in and cooperation in sustainability initiatives.
- WE WILL – Develop guidelines for the implementation of sustainability initiatives and templates to enable efficient and effective collation of data for monitoring purposes.
- WE WILL - Monitor the implementation status of sustainability-related programmes and assess their effectiveness and impacts.
- WE WILL – Produce accurate and timely reports on the implementation status of sustainability activities to the Sustainability Committee and the Board.
- WE WILL – Produce annual sustainability reports that are prepared in accordance with the principles of comparability, clarity, accuracy, timelines and reliability for the purpose of public disclosure.

To measure our sustainability performance and track progress, we have formulated specific key performance indicators based on operational goals and targets, which will be continuously improved upon going forward. As we advance on our sustainability journey, we aim to further improve on our efforts in contributing to the establishment of a sustainable society. Accordingly, this Policy is subject to on-going review and revisions where necessary to reflect the Group’s commitment to continuous improvement.

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Dato' Teow Leong Seng
Chairman of Sustainability Committee