

## Sustainability Policy

Cnergenz Berhad (“the Company” or “Cnergenz”) is committed to incorporate sustainable practices into our operations and promoting environmental, social, and economic sustainability in Malaysia. This Sustainability Policy outlines our guiding principles and commitments towards achieving a more sustainable future.

### 1. Environmental Commitments

- 1.1. We will comply with all relevant environmental laws, regulations, and standards applicable in Malaysia.
- 1.2. We will minimise our environmental impact by adopting resource-efficient practices, such as reducing energy consumption, water usage, and waste generation across all operations.
- 1.3. We will strive to reduce our carbon footprint and emissions by implementing energy-efficient measures, promoting renewable energy sources, and prioritising eco-friendly transportation alternatives.
- 1.4. We will actively promote recycling and waste reduction by implementing proper waste management systems and encouraging all employees to contribute to responsible waste disposal.

### 2. Social Commitments

- 2.1. We are committed to provide a safe and healthy working environment for all our employees, free from any form of discrimination, harassment or exploitation.
- 2.2. We will promote diversity and inclusion within our workforce and ensure equal opportunities for all employees, regardless of their gender, race, religion, age or disability.
- 2.3. We will engage in fair and ethical business practices, adhering to all relevant laws and regulations concerning labor rights, human rights, and occupational health and safety.
- 2.4. We will work towards building strong relationships with local communities by supporting community development initiatives, fostering dialogue, and investing in social projects that contribute to the well-being of Malaysian society.

### 3. Economic Commitments

- 3.1. We recognise the importance of economic sustainability and will strive to achieve long-term financial stability while upholding our sustainability values.
- 3.2. We will promote responsible procurement practices, favoring suppliers and partners that share our commitment to sustainability and ethical conduct.
- 3.3. We will invest in research and development to identify innovative solutions and technologies that can enhance our operational efficiency while minimising our environmental impact.
- 3.4. We will be transparent and accountable to our stakeholders, providing regular updates on our sustainability performance and progress towards our goals.

### 4. Continuous Improvement

- 4.1. We will regularly review and evaluate our sustainability performance, setting targets and implementing action plans to continuously improve our practices.
- 4.2. We will encourage employee involvement and provide training opportunities to enhance their knowledge and understanding of sustainability principles.
- 4.3. We will collaborate with relevant stakeholders, industry bodies, and government agencies to share best practices, learn from others, and contribute to collective efforts in achieving sustainable development in Malaysia.

This Sustainability Policy will be communicated to all employees and made available to the public through our company website. We are committed to ensure its effective implementation and have periodic review to address emerging sustainability challenges and strive for continuous improvement.

Cnergenz is dedicated to embed sustainability within our organisation and contribute to a greener future for Malaysia.

Board's Approve Date	Effective Date	Revision Date	Version
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