



**RGB International Bhd.**  
Registration No. 200301001411 (603831-K)  
(Incorporated in Malaysia)

## **SUSTAINABILITY POLICY**

(Last Review Date: 29 February 2024)

<b>No.</b>	<b>Contents</b>	<b>Page</b>
1	Overview	2
2	Sustainability Approach	2
3	Administrative Responsibility	2

## 1. OVERVIEW

- 1.1 RGB International Bhd. ("the Company") and its subsidiaries ("the Group") are committed to achieving sustainability in all of its businesses.
- 1.2 The Group shall balance the economic, environmental and social ("EES") aspects with the interests of various stakeholders to enhance investor perception and public trust.

## 2. SUSTAINABILITY APPROACH

### 2.1 Economic

The Group shall be accountable and transparent to stakeholders on the Group's sustainability strategy and performance by practising transparency, accuracy, consistency, fair and timely dissemination of its fundamentals.

### 2.2 Environmental

The Group shall remain committed towards environmental conservation by promoting environmental responsibility and encouraging use of eco-friendly products. It shall also continue to adopt and apply environmentally responsible practices, sound social policies and good corporate governance framework with the objective of achieving long-term sustainable growth.

### 2.3 Social

#### (a) Workplace

The Group shall inspire to be an employer of choice by providing a sound working environment, continuous education and development of talent. The continued success of the Group depends on the quality and effective teamwork of its employees in pursuing the Group's vision, mission and core values.

#### (b) Community

The Group shall dedicate to support the development of the community in which it operates through various initiatives.

## 3. ADMINISTRATIVE RESPONSIBILITY

- 3.1 The Board of Directors of the Company ("the Board") is principally responsible for the Group's sustainability strategies, priorities, targets and performance.
- 3.2 The duties and responsibilities of the Board are, inter alia, as follows:
- (a) To ensure the Group's strategies promote sustainability.
  - (b) To oversee the management of material sustainability issues.
  - (c) To seek regular updates and measures on the management of material sustainability issues.

- (d) To ensure the Group's sustainability strategies, priorities and targets as well as performance against these targets are communicated to its internal and external stakeholders.
  - (e) To take appropriate action to ensure they stay abreast with and understand the sustainability issues relevant to the Group and its business, including climate-related risks and opportunities.
  - (f) To oversee compliance with matters relating to EES.
- 3.3 The Executive Committee shall assist the Board in overseeing the implementation of the Group's sustainability approach and ensuring that key targets are being met.
- 3.4 The duties and responsibilities of the Executive Committee are, inter alia, as follows:
- (a) To lead the implementation of the sustainability strategy and policies within the divisions.
  - (b) To identify, assess, evaluate, manage and report to the Board the material sustainability risks and opportunities relevant to the Group's operations.
  - (c) To facilitate the sustainability disclosures as required by laws and regulations and subsequently recommend it for approval.