



RGB International Bhd. (603831-K)
(Incorporated in Malaysia)

SUSTAINABILITY POLICY

(Last Revision Date: 17 April 2019)

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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 strategy 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 oversee compliance with matters relating to EES.

- 3.3 The Executive Committee shall assist the Board in:
- (a) overseeing the implementation of the Group's sustainability approach.
 - (b) ensuring that key targets are being met.
- 3.4 The Executive Committee is supported by the Managing Director and a Sustainability Working Group. The responsibilities of the Sustainability Working Group are, inter alia, as follows:
- (a) To lead the implementation of the sustainability strategy and policies within their respective divisions.
 - (b) To monitor and provide progress updates to the Managing Director in relation to the division's sustainability performance based on the strategic direction set out by the Board.
 - (c) To identify, assess, evaluate, manage and report to the Managing Director the material sustainability risks and opportunities relevant to the Group's operations.
 - (d) To facilitate the sustainability disclosures as required by laws and regulations and subsequently recommend it for approval.