



PANTECH GLOBAL BERHAD

Registration No. 202401009555 (1555405-U)

SUSTAINABILITY POLICY

10 June 2025

1. STATEMENT

- 1.1. At Pantech Global Berhad (“**the Group**”), we recognise the critical role we play in shaping a sustainable future for our planet and society. With this in mind, we are dedicated to integrating economic growth, environmental protection and social considerations, along with strong governance principles into our business operations.

2. OBJECTIVE

- 2.1 The objectives of this Sustainability Policy are:

- To serve as a guiding framework that reflects our commitment to bring positive Economic, Environmental and Social (EES) impact;
- To integrate Sustainability principles, United Nations Sustainable Development Goals (SDGs) and related international standards and goals (where applicable) into strategic decision-making processes;
- To increase awareness and promote Sustainability practices within the Group;
- To ensure proper governance is in place, fostering transparency, accountability and ethical conduct throughout our Sustainability initiatives.

3. SCOPE

- 3.1 Companies in which Pantech Global Berhad has a controlling interest are required to adhere to this Policy.

4. GOVERNANCE

- 4.1 The Board of Directors is responsible for overseeing the Group’s Sustainability strategies, risks, policies and practices. The Board provides strategic oversight to ensure that Sustainability is embedded in our long-term strategy and in daily practices.
- 4.2 The Sustainability Management Committee is established to support the Board’s oversight role and to implement the environmental, social and governance (ESG) initiatives. The duties and responsibilities of the Committee are set out in the Terms of Reference.

5. PRINCIPLES

5.1 ECONOMIC

The Group recognises that good corporate governance is essential for achieving consistent and strong financial results. The following principles reflect our commitment to ethical and responsible business conduct, which aligns with our core values and contributes to financial stability and long-term success:

- 5.1.1. We are committed to upholding the highest standards of ethics, integrity and accountability in all our operations. We conduct our business with transparency and fairness, while fostering trust among our stakeholders.
- 5.1.2. We reject all forms of bribery and corruption. We adhere to the Anti-Bribery and Corruption Policy and comply with all relevant laws and regulations to prevent bribery and corruption within the Group.
- 5.1.3. We are committed to operating responsibly and conducting business in compliance with the applicable laws, regulations, and industry standards.
- 5.1.4. We place a high value on the quality of our products and services. We continuously assess, and enhance the processes and offerings to meet or exceed customer expectations. Through a culture of continual improvement, we strive to deliver superior quality in all aspects of our operations.

5.2 ENVIRONMENTAL

The Group recognises that environmental protection and conservation are integral to a sustainable future. We are committed to addressing environmental challenges across six (6) key areas: Climate Change, Energy Usage, Pollution, Resource Use, Waste Management, and Water Usage. Our goal is to minimise our ecological impact and contribute to a healthier planet through responsible practices.

To address the challenges, we strive to:

5.2.1. Climate Change

- Achieve Net Zero by 2050 through a three-phase roadmap approved by the Sustainability Management Committee;
- Enhance resource efficiency and implement conservation measures to reduce greenhouse gas (GHG) emissions;
- Continue to explore options and implement mitigation measures including but not limited to adopting renewable energy, enhancing resources efficiency, adopting low-carbon technologies, and sustainable transportation;
- Measure our carbon footprint and periodically review data to evaluate the effectiveness of our mitigate measures;
- Support and align with international standards on climate change reporting and targets, such as the Task Force on Climate-related Financial Disclosures (TCFD), whenever possible.

5.2.2. Energy Usage

- Implement energy-saving measures, including but not limited to switching off non-essential machineries, lighting and air conditioning system when not in use, and installing LED lighting;

- Place reminders or signage to encourage employees to practice energy-saving measures;
- Explore opportunities and invest in renewable energy such as solar energy;
- Regularly monitor electricity usage and identify areas for improvement towards energy efficiency goals.

5.2.3. Pollution

- Comply with all applicable laws, regulations and standards to ensure our operations meet the established standards for environmental protection;
- Implement control measures and conduct environmental compliance checks to ensure adherence to relevant environmental regulations;
- Encourage awareness about the impacts of pollution mitigation strategies through training programs, awareness campaigns and educational resources.

5.2.4. Resource Use

- Identify opportunities for greater efficiency in resource consumption;
- Encourage employees and stakeholders to adopt sustainable sourcing practices in operations, considering the environmental and social impacts;
- Educate stakeholders to embrace resource-conscious behaviours through training and awareness campaigns.

5.2.5. Water Usage

- Implement water-saving measures to reduce consumption;
- Develop water management plan, including but not limited to installing rainwater harvesting system to reduce consumption of potable water sources and support water conservation efforts;
- Regularly monitor and report on water usage to optimise consumption, identify areas of improvement, and take corrective actions where necessary.

5.2.6. Waste Management

- Encourage employees and stakeholders to practice the 4R principles: Reduce, Reuse, Recycle and Recover to minimise waste generation;
- Collaborate with waste management partners to support responsible waste disposal solutions.

Through collaborative efforts with our employees and external stakeholders, we strive to make a positive impact on the environment and reaffirm our commitment to environmental responsibility and a greener future.

5.3 SOCIAL

The Group recognises that our responsibilities extend beyond business operations. We strive to be a responsible employer and good corporate citizen, contributing positively to the societies and communities where we operate. The following are some of the guiding principles that drive our efforts to foster positive social impacts:

5.3.1. Respect for Human Rights

We are committed to upholding human rights in all aspects of our operations. We stand firm in our pledge to respect the fundamental human rights of all individuals, not only within the Group but also extend to external stakeholders. We steadfastly uphold the following core principles:

- Non-Discrimination
- Fair Employment Conditions
- Health and Safety
- Freedom of Association and Collective Bargaining
- No Forced and Child Labour
- Free from Harassment and Abuse

5.3.2. Community Engagement

The Group is committed to actively engaging with the communities where we operate. We seek to collaborate on projects which contribute to social development and align with the identified UN Sustainable Development Goals (SDGs) namely: Zero Hunger, Quality Education, Reduced Inequalities, and Climate Action.

6. DISCLOSURES AND REPORTING

The Group reports its Sustainability efforts in the Group's Sustainability Statement, which forms part of the Annual Report. The reports and other relevant information are available on the corporate website at <https://pantechglobal.com/>

7. REVIEW OF THE POLICY

The terms of the Policy shall be assessed, reviewed and updated as and when required for the effectiveness and compliances with relevant frameworks, governing legislation, and regulatory requirement.

8. APPENDIX – RELATED POLICIES

The Group has the policies established to complement this Sustainability Policy, which included but not limited to:

- i) Anti-Bribery and Corruption Policy
- ii) Whistleblowing Policy
- iii) Human Rights Policy
- iv) Occupational Safety and Health Policy
- v) Environmental Policy

This Sustainability Policy is approved and adopted by the
Board of Directors of Pantech Global Berhad on 10 June 2025
