Microlink Solutions Berhad [Reg. No. 200301018362 (620782-P)]

Ho Hup Tower – Aurora Place, 02-08-01 – Level 8, Plaza Bukit Jalil, No 1, Persiaran Jalil 1, Bandar Bukit Jalil, 57000 Kuala Lumpur

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MICROLINK GROUP OF COMPANIES \

SUSTAINABILITY POLICY

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1.   SUSTAINABILITY POLICY STATEMENT

1.1 Objective

Microlink Group is dedicated to fostering a sustainable future by integrating environmentally responsible, socially equitable, and economically viable practices into our business operations. We are committed to taking steps to protect the environment, enhance social well-being, and ensure robust governance. Our sustainability efforts are essential to our long-term success and the communities we serve.

1.2 ESG Commitment

At Microlink, sustainability is a collective responsibility. We embrace the principles of Environmental, Social, and Governance (ESG) in all our endeavours. This means:

a)   **Environmental Stewardship:** The Group is dedicated to minimizing our environmental impact through efficient resource use, responsible waste management, and promoting sustainable practices throughout our operations and supply chain.

b)   **Social Responsibility:** We prioritize a positive and inclusive workplace culture that values the well-being of our employees. This includes fostering employee well-being, promoting diversity and inclusion, ensuring a safe and healthy work environment, and actively engaging in CSR initiatives that foster a sense of purpose and connection within the Group.

c)   **Governance:** The Group   maintain the highest standards of integrity and accountability, ensuring compliance with all applicable laws and regulations, promoting ethical business practices, and fostering transparency in our operations.

As part of our commitment to ESG, we understand that **Product Development and Innovation**, along with **Economic Performance**, are essential foundations for ensuring long-term sustainability and resilience at Microlink.

We recognise that sustainability is a journey we undertake together. Every member of the Microlink team plays a crucial role in achieving our shared sustainability goals. By working collaboratively and adhering to our policies and procedures, we can build a more sustainable future for Microlink and the surrounding communities.
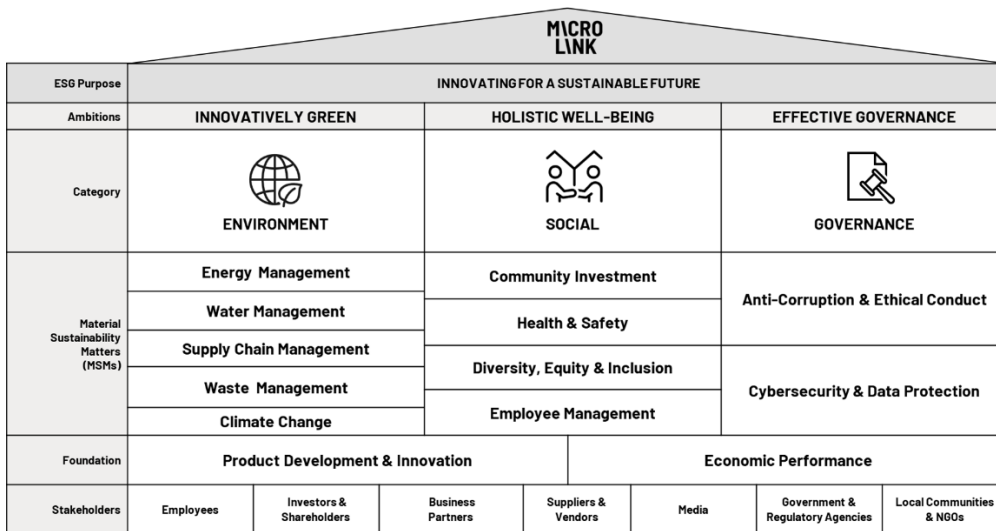
Signed by,

....
Wong Kwang Chwen
Executive Director

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2. SUSTAINABILITY POLICY GUIDING PRINCIPLES

At Microlink, our commitment to sustainability encompasses a broad range of activities and initiatives aimed at integrating sustainable practices across all facets of our business operations. The scope of our sustainability efforts includes, but is not limited to, the following areas:

2.1 Microlink Group's Sustainability Guiding Principles

The Group's Sustainability Guiding Principles are set within its sustainability framework, which is based on the Environment, Social, and Governance (ESG) criteria:

Microlink's Group Sustainability Framework

The Group is committed to driving these sustainability efforts through its focus on ESG principles:

Environmental:

- **Energy Management**: Implementing measures to optimise and reduce energy consumption.
- **Water Management**: Promoting water conservation practices to ensure sustainable water consumption.
- **Waste Management**: Emphasising the 3R (Reduce, Reuse, Recycle) approach.
- **Supply Chain Management**: Ensuring that our supply chain practices, where possible, minimise environmental impacts and prioritising local suppliers.
- **Climate Change**: Developing and integrating strategies to reduce greenhouse gas emissions and mitigate the impacts of climate change.

Social:

- **Employee Health and Safety**: Maintaining a safe and healthy work environment for all employees, with initiatives designed to support overall wellbeing.
- **Diversity, Equity, and Inclusion (DEI)**: Promoting a workplace culture that values diversity, equity, and inclusion.

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- **Employee Management:** Developing and retaining skilled employees through continuous engagement and professional development programs.
- **Community Investment:** Engaging in community initiatives and supporting local communities through corporate social responsibility (CSR) activities.
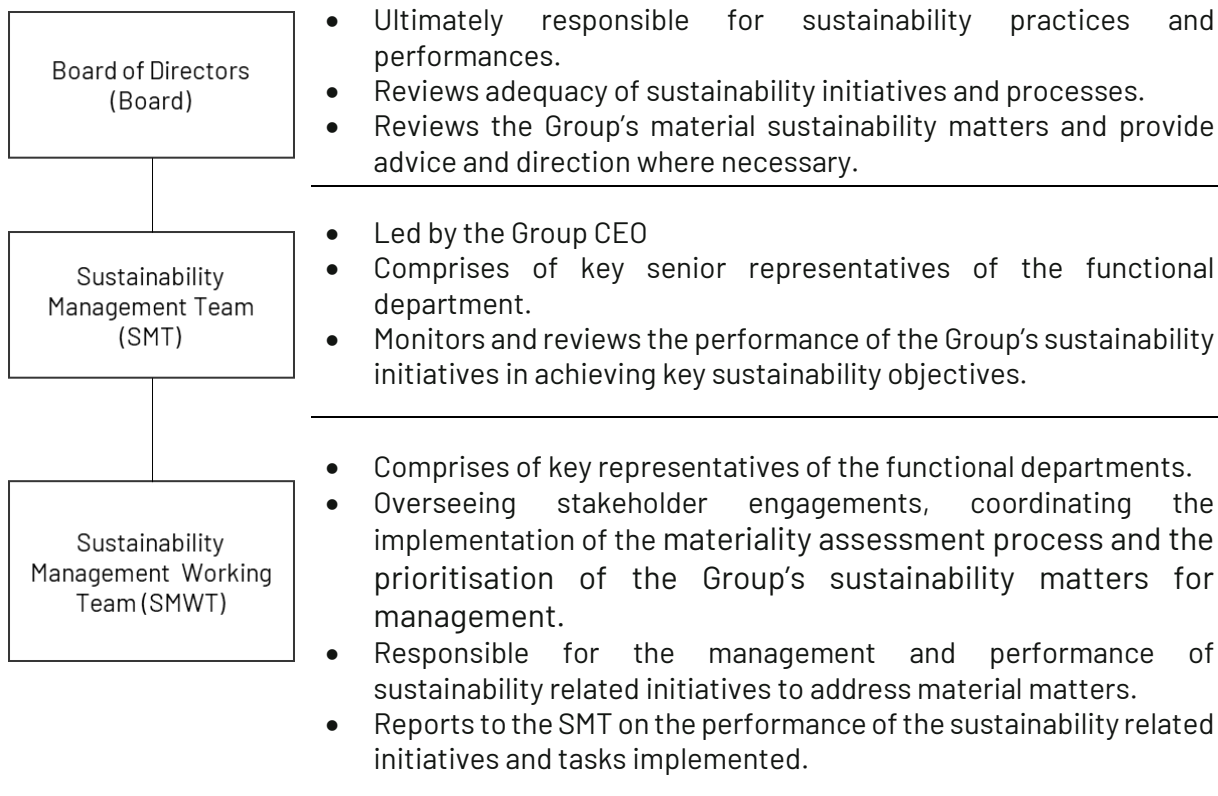
Governance:

- **Anti-corruption and Ethical Conduct:** Upholding strong ethical standards, including zero tolerance for corruption and strict adherence to anti-bribery policies.
- **Cybersecurity and Data Protection:** Ensuring robust cybersecurity measures and protecting the data privacy of our clients and employees.

Product Development and Innovation and maintaining strong **Economic Performance** are crucial to driving sustainable growth and ensuring the long-term viability of our business. Together, these elements support our commitment to delivering value to our stakeholders while contributing to a sustainable future.

3. SUSTAINABILITY GOVERNANCE PROCESS

Microlink Group maintains a robust governance structure that guides its sustainability initiatives. The Group's Board of Directors has oversight responsibility for the delivery of sustainable practices. This structure ensures strategic oversight of ESG matters and implementation of the principles, policies, objectives, and strategies of the Group.

3.1 Microlink Sustainability Governance Structure

Board of Directors (Board)
- Ultimately responsible for sustainability practices and performances.
- Reviews adequacy of sustainability initiatives and processes.
- Reviews the Group's material sustainability matters and provide advice and direction where necessary.

Sustainability Management Team (SMT)
- Led by the Group CEO
- Comprises of key senior representatives of the functional department.
- Monitors and reviews the performance of the Group's sustainability initiatives in achieving key sustainability objectives.

Sustainability Management Working Team (SMWT)
- Comprises of key representatives of the functional departments.
- Overseeing stakeholder engagements, coordinating the implementation of the materiality assessment process and the prioritisation of the Group's sustainability matters for management.
- Responsible for the management and performance of sustainability related initiatives to address material matters.
- Reports to the SMT on the performance of the sustainability related initiatives and tasks implemented.

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4.   COMMUNICATION AND REPORTING

Microlink's Sustainability Policy and initiatives are communicated to all employees through various channels, including the company website, newsletters, and intranet. This ensures that everyone within the organization is informed and aligned.

Each year, we evaluate our progress and performance in sustainability, reporting the outcomes in Microlink's Annual Report. This policy serves as a guiding document and outlines our commitment to integrating sustainability into our core business strategies and operations and is endorsed by the Board and senior-level management.

This policy will be reviewed and revised periodically, where and when applicable.