

Environmental, Social & Governance (ESG) Policy

Purpose

Cofreth's Environmental, Social and Governance (ESG) Policy demonstrates our commitment to sustainability, integrity, and transparency in all operations. We aim to create long-term value while driving positive impact for the environment, our employees, customers, and communities.

Scope

This policy applies to everyone representing Cofreth (M) Sdn Bhd, including employees, contractors, suppliers, and partners.

1. Environmental Commitment

We aim to reduce environmental impacts through assessment of climate-related risks and opportunities and mitigate the risks with relevant climate actions and legislative compliance from the management systems as below:

- 1.1 Energy Management:** We aim to improve energy efficiency and lower GHG emissions by 3% annually through our Energy Management System.
- 1.2 Water Management:** We manage water responsibly and prevent wastage to protect the environment.
- 1.3 Waste Management:** We apply the 3R principles and encourage staff to reduce waste in daily operations.
- 1.4 Emission Management:** We monitor and implement measures to reduce GHG emissions to meet our carbon neutrality targets.

2. Social Commitment

We support people, promote inclusivity, and contribute positively to our communities through:

- 2.1 Community:** We build community connections through outreach and volunteer initiatives.
- 2.2 Diversity and Inclusion:** We promote diversity, equality, inclusion (DEI) and respect in the workplace.
- 2.3 Safety and Health:** We maintain a safe and healthy workplace by managing risks and promoting prevention.
- 2.4 Labour and Employment Standards:** We uphold fair labour practices, ensure fair pay, and prohibit child or forced labour

3. Governance Commitment

We maintain strong, ethical, and transparent governance for sustainable growth through;

- 3.1 Corporate Governance:** We conduct business with integrity and professionalism guided by our core values.
- 3.2 Sustainability Governance:** Our ESG Committee drives sustainability and embeds it in company decisions.
- 3.3 Anti-Bribery and Corruption:** We enforce zero tolerance for bribery, corruption, and unethical conduct.
- 3.4 Data Privacy, Security, and Protection:** We protect personal and corporate data in line with regulations and company policies.
- 3.5 Risk and Internal Control:** We manage and control risks to ensure compliance and business continuity.
- 3.6 Financial Management and Reporting:** We uphold transparency and accuracy in all financial reporting.

4. Implementations and Monitoring

This ESG Policy is reviewed regularly to align with best practices and prevalent laws. The ESG Committee oversees the implementation, performance and annual reporting for continuous improvement.



Ir. ONG CHING LOON

Managing Director

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