



## ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) POLICY

At Hong Leong Asia Ltd. (“**HLA**”) and its subsidiaries (collectively, the “**HLA Group**” or each a “**HLA Group company**”), our vision is to develop and deliver sustainable and innovative urban solutions for cities of the future. To achieve this vision, we are committed to integrate our key values and principles across our operations which has in turn defined our HLA Sustainability Pillars.

The HLA Group’s Board, Management and Sustainability Committee are tasked to provide guidance as well as challenge our employees to support, drive and enable sustainable action at the individual, company and community level in line with the following prioritised goals.

### 1. ENVIRONMENT PILLAR (DRIVING INNOVATION FOR A LOW-CARBON & CIRCULAR ECONOMY)

- To increase efficiency, reduce waste, minimise the environmental impact of our operations and comply with applicable environmental laws, regulations and standards
- Support innovation, research and technologies to transition our business, products and solutions towards a low-carbon economy
- Increase substitution of raw materials with more sustainable by-products or recycled materials
- Develop a customer satisfaction framework that is both practical, aspirational and supported by clear performance goals

### 2. SOCIAL PILLAR (EMPOWERING OUR PEOPLE AND COMMUNITIES)

- Create an inclusive workplace that embraces diversity and talent by putting in place robust policies, procedures and framework
- Develop our employee potential and create opportunities for them to learn and develop their professional career
- Engage with the community and relevant stakeholders where we operate and have an impact on by maintaining open and transparent communication



### **3. GOVERNANCE PILLAR (BUILDING RESILIENCE FOR THE LONG-TERM)**

- Strive for zero fatalities and injuries at our workplaces by creating a safe and healthy working environment across our operations.
- Strive for zero third party fatalities and injuries when transporting our products on public roads
- Comply with human rights, ethical standards (corruption, fraud etc.) and business conduct as defined in our internal policies and guidelines
- Ensure our suppliers comply with HLA's Supplier Code of Conduct by assessing the ESG policies and practices of our suppliers and contractors as part of the audit and selection process.

The above commitments specified across our three sustainability pillars complements the HLA Core Values. Everyone who works for and on our behalf including employees, suppliers, contractors, third parties, and business partners must demonstrate and deliver these ESG commitments.