



ENVIRONMENTAL, SOCIAL & GOVERNANCE (ESG) POLICY

At Hong Leong Asia (HLA), our vision is to advance innovative urban solutions for a more sustainable world. 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 Group's Board, Management and Sustainability Team are tasked to provide guidance as well as challenge our HLA employees to support, drive and enable sustainable action at the individual, company and community level in line with the following prioritised goals.

I. Environment Pillar (Driving Innovation for A Low-Carbon & Circular Economy)

- ❖ To increase efficiency, reduce waste, minimize 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

II. 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 in which we operate by maintaining open and transparent communication

III. 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 the HLA Supplier Code of Conduct by assessing the ESG policies and practices of our suppliers and contractors as part of the selection process.

The above goals under the three pillars complements the HLA Core Values. Everyone who works for and on behalf of the company including employees, suppliers, contractors, third parties, and business partners must demonstrate and deliver the above ESG commitments.