



KGW GROUP BERHAD

**SUSTAINABILITY
POLICY**

1. INTRODUCTION & OBJECTIVE

KGW Group Berhad (“**KGW**” or “**Company**”) and its subsidiaries (“collectively referred to as the “**Group**”) are committed towards achieving sustainability through the integration of sustainability principles and considerations into our business strategies, processes and decisions. We seek to maximise our contribution and minimise any potential negative impacts that may arise from our business operations on the economy, community, and the environment where the Group operates, for the benefit of all stakeholders.

The Sustainability Policy (“**Policy**”) acts as the overarching policy framework for KGW’s sustainability commitments. The Policy aims to provide guidance and create awareness among the Group’s stakeholder of the Group’s commitment and its strategic direction on sustainability.

The KGW’s Board of Directors (“**Board**”) has the authority to assess, design and continuously improve on the sustainability strategies as well as the guidelines governing the conduct of the Group. The top management shall ensure that the responsibilities and authorities for relevant roles are assigned, communicated and understood within the Group.

2. APPLICABILITY

This Policy is applicable to all Directors and employees (including full time, part time, probationary, contract and temporary staffs) of the Group. Each director or employee has the duty to read and understand the Policy.

Any Director requires further clarification may direct to the Chairperson of the Sustainability Working Committee whereas other employees may refer to their immediate superior or Head of Department.

3. COMMUNICATION OF THE POLICY

The Policy is published on the Company’s website at <https://www.kgwlogistics.com/> and is to be disseminated to all Directors and employees to ensure awareness and compliance with this Policy.

The Head of Department shall brief the Policy to all relevant stakeholders and new employees shall be briefed during their induction / orientation. The Directors and employees will be made aware of any revised version of the Policy should there be any significant changes.

4. SUSTAINABILITY GOVERNANCE STRUCTURE

KGW views the sustainability management as part of the business management by monitoring and managing sustainability matters together with daily operation management. The sustainability governance structure of the Company is as follows:



BOARD AND COMMITTEE	ROLES AND RESPONSIBILITIES
BOARD OF DIRECTORS	<ul style="list-style-type: none"> ▪ Provide a general oversight of the Company’s sustainability performance. ▪ Determine the Company’s strategic direction in sustainability management. ▪ Ensure adequate resources are made available for the successful implementation of sustainability strategies and initiatives. ▪ Review and approve the annual Sustainability Statement.
SUSTAINABILITY AND RISK MANAGEMENT COMMITTEE (“SRMC”)	<ul style="list-style-type: none"> ▪ Review key sustainability decisions to ensure alignment with the Company’s overall business strategies and goals. ▪ Ensure adequate resources are made available for the successful implementation of sustainability strategies and initiatives. ▪ Review and report periodic sustainability progress to the Board.
SUSTAINABILITY WORKING COMMITTEE (“SWC”)	<ul style="list-style-type: none"> ▪ Report material sustainability matters, progress and performance to the ARMC on a periodic basis. ▪ Daily management of sustainability matters throughout the Company. ▪ Research sustainability initiatives to enhance the Company’s sustainability performance. ▪ Implement sustainability strategies and initiatives. ▪ Perform data gathering and track sustainability progress throughout the Company. ▪ Establish key performance indicators to measure and monitor progress in achieving sustainability objectives. ▪ Regularly review and update sustainability goals and targets to ensure continuous improvement.

5. SUSTAINABILITY AREAS OF FOCUS

Economic Sustainability

- Conduct business in an open, transparent, and accountable manner.
- Support and contribute to the development of local economy through sourcing of materials and equipment from local suppliers as far as it is practicable.
- Being committed to develop high-quality and sustainable products to ensure continuous commercial success by adhering to Quality Management System to achieve total customer satisfaction.
- Establish and continually improve the effectiveness of our management system in all operations and service delivery according to our customer requirements.
- Engage in continuous, timely, transparent, and meaningful communication with stakeholders to facilitate mutual understanding.

Environmental Sustainability

- Being committed towards environmental protection and stewardship by minimising risks and impacts to the environment in our day-to-day operations.
- Ensure responsible and efficient use of resources during our business operations to reduce carbon footprint.
- Ensure responsible waste management and disposal methods.
- Comply with all relevant environmental regulatory and legal requirements.

Social Sustainability

- Ensure a safe, healthy, and conducive work environment for our employees at all times.
- Cultivate a diverse and inclusive culture that recognises and values individuality.
- Ensure equal access to opportunities regardless of the one's age, gender, ethnicity, religion, national origin, disability, sexual orientation or any other relevant characteristics.
- Eliminate improper conducts and practices, including but not limited to workplace bullying, discrimination against individual differences, discriminatory and sexual harassment, intimidation and victimisation.
- Empower our workforce by supporting their personal and professional growth.
- Respect and uphold the fundamental workers' right through the elimination of child labour and forced labour of all forms.
- Contribute to the wellbeing and development of surrounding community through corporate social responsibility programmes, employee volunteerism, job creation and donation.

5. SUSTAINABILITY AREAS OF FOCUS (CONT)

Governance Sustainability

- Maintain the highest standards of business ethics, integrity, and corporate governance practices.
- Establish and continually improve appropriate governance structures and processes.
- Comply with all applicable laws and regulations.
- Resolve verifiable complaints, grievances and conflicts through an open, transparent and consultative process.
- Establish robust policies and procedures to ensure the adequacy and integrity of the Group's internal control system.

Supply Chain Sustainability

- Work closely with suppliers and partners to encourage sustainability practices across the supply chain.
- Periodic assessment and monitoring of supplier performance and compliance with sustainability criteria.
- Foster long-term relationships with supplier who demonstrate commitment to sustainable and ethical practices.

Innovation and Technology Sustainability

- Explore and adopt innovative technologies and practices to improve the efficiency of our operations and reduce environmental impacts.
- Encourage research and development to identify new sustainable products and working methods.

6. EDUCATION AND AWARENESS

The Company will ensure employees, suppliers and customers are aware of its sustainability practices through:

- Regular training and communication.
- Participation in industry forums, conferences and events.
- Collaboration with government, industry bodies and non-governmental organisations.

7. REPORTS AND DISCLOSURE

The Company will disclose its Sustainability Statement in its annual reports in accordance with the Ace Market Listing Requirements of Bursa Malaysia Securities Berhad.

8. REVIEW OF THE POLICY

This Policy shall be reviewed by the Board as and when required, or when internal or external events warrant a more frequent review to be undertaken. This Policy will be updated periodically to reflect changes in our business practices, industry standards and regulatory requirements.

This Policy was adopted on **26 February 2025**.