

**ADNEX GROUP BERHAD**  
Registration No.: 202501003741 (1605154-U)  
(Incorporated in Malaysia)

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## SUSTAINABILITY POLICY

### 1. INTRODUCTION

Adnex Group Berhad (“Company”) and its subsidiaries (“Group”) are dedicated to integrating sustainable initiatives across our business operations. Our Sustainability Policy serves as a “Statement of Intent”, expressing our commitment to promoting sound sustainability practices to investors and other key stakeholders. We believe that a sustainable approach not only benefits the environment and society but also ensures our long-term business performance and resilience.

### 2. OBJECTIVES

This Sustainability Policy (“Policy”) aims to:

- 2.1. endeavour to integrate sustainability considerations into the day-to-day operations of the Group and ensure the effective implementation of the Group’s sustainability strategies, priorities, and targets;
- 2.2. ensure that the Board of Directors of the Company (“Board”) and key senior management of the Company proactively consider sustainability issues when overseeing the planning, performance, and long-term strategy of the Group;
- 2.3. ensure the Group remains resilient and is able to deliver durable and sustainable value while maintaining the confidence of its stakeholders; and
- 2.4. create a culture of sustainability within the Group, and the community, emphasising the integration of environmental, social and governance considerations into decision-making and the delivery of our services.

### 3. SUSTAINABILITY PILLERS

As a conscientious corporation, our Group upholds the principles of sustainability philosophy in our operations and team management. We are committed to contributing to the sustainable development by directing our efforts toward the essential aspects of the ESG.

#### 3.1 Environment

We are dedicated to safeguarding the well-being of our employees and customers, incorporating environmental quality considerations into our day-to-day business operations.

We recognise our responsibility to contribute positively to the planet:

- a. Prevent and mitigate environmental impacts through management of natural resources and implement initiatives to reduce wastage;
- b. Comply with relevant statutory and regulatory requirements in environmental-related matters; and
- c. Focus on sustainable and green projects, that are Leadership in Energy and Environmental Design (“LEED”) Certified, ensuring high standards and reliable services as well as satisfied and sustainable quality product provided from suppliers.

The Group is committed to comply with the environmental regulatory and legal requirements.

### 3.2 Social

We aim to cultivate an inspiring workplace fostering a diverse workforce that maximises its potential, all while prioritising a safe and healthy working environment for every employee. We are dedicated to continuous improvement, offering both in-house and external training programs to enhance and augment our employees' job-related skills, knowledge, and experience.

We are dedicated to making a positive impact on the communities we serve and ensuring the well-being of our employees and stakeholders:

- a. Promote a safe working environment;
- b. Respect human rights ensuring that directly or indirectly, avoid the use of forced labour;
- c. Compliance with Malaysian labour laws;
- d. Employees receive equal access to training and development programmes as well as opportunities for career growth;
- e. Maintain an inclusivity and equal hiring opportunities in the workplace; and
- f. Help those in the local community.

### 3.3 Governance

We incorporate governance into our business strategy by adhering to all legal and regulatory requirements, industry standards, and best practices. Upholding elevated ethical values, we enforce these principles through our Code of Ethics and Conduct. Additionally, we establish policies and procedures to ensure the sufficiency and integrity of our Group's internal control systems.

Upholding good corporate governance with focus on transparency and accountability:

- a. Emphasis on transparency to maintain the trust and confidence of our stakeholders;

- b. Fostering a culture of ethical business conduct across our operations;  
and
- c. Implementation of stringent measures to ensure all applicable laws and regulations are complied with.

#### **4. REPORTING**

The Group commits to provide accurate, factual and balance reporting on its sustainability initiatives and performance to all its stakeholders.

#### **5. DISCLOSURE**

The reporting and disclosures about the sustainability performance of the Group will be included in the sustainability statement of our Company's Annual Report in accordance to the provision of Bursa Malaysia's Listing Requirements.

#### **6. REVIEW OF THE POLICY**

The Board will review this Policy from time to time and make any necessary amendments to ensure it remains consistent with the Group's objectives and responsibilities.

#### **7. BOARD APPROVAL**

This Policy (Version No. 1) was reviewed and approved by the Board on 18 June 2025.