

AVALAND BERHAD SUSTAINABILITY POLICY

Vision: Innovative, Timeless Value Creator

Mission: Creating Communities; Enhancing Lives For Generations Where People Enjoy A Complete Lifestyle Experience

Our Group's vision and mission express our steadfast commitment to wholeheartedly embrace sustainable business practices. We aspire to create timeless value and improve lives for generations to come by integrating sustainability at every level of our organisation.

Avaland's Sustainability Policy ("ASP") is the overall guide that all our directors and employees, suppliers, jointventures and community partners must abide by, and this Policy is consistent with our Code of Ethics and Anti-Bribery Anti-Corruption ("ABAC") Policy. These can be accessed via our Company's website and is disseminated to relevant stakeholders.

OUR COMMITMENTS

Our commitment to address the impacts of our business operations can be categorised into four pillars: Economic, Environmental, Social and Governance ("EESG"). We will remain steadfast in delivering shared EESG practices and values. Enumerated below are our commitment to realise sustainable developments:

LEADERSHIP POLICY

We believe that corporate governance should be of the highest standards. This can be achieved by having a strong and capable Board of Directors ("Board") that exercise sound internal control and display transparency and accountability. Such characteristics will enable them to make balanced decisions that benefit all our stakeholders.

Our sustainability governance is aligned with the Malaysian Code on Corporate Governance 2021 ("MCCG") and international standards. Part of the fiduciary duties of our Board and Key Management Team is to "ensure that the strategic plan of our Group supports long-term value creation and include strategies on economic, environmental and social considerations underpinning sustainability".

Operate Responsibly and with Integrity

Our Group conducts all business transactions with uncompromising integrity. Every division of our organisation complies with all the relevant laws within its operational framework.

- All members of our Group – directors, executives, managers, employees including business and community partners – must adhere to all applicable laws and exhibit only the highest standard of business ethics.
- Policies must be put in place to protect our Group's operations against malicious and unfair business practices.
- Create more meaningful outcomes by going beyond regulatory compliance with all Environmental, Health and Safety, Human Rights, and Labour laws and regulations.
- Abide by the prescribed requirements of the international standards and guidelines that are applicable to our operations.
- Allocate tools for monitoring our stakeholders' compliance with our Policies and pertinent laws and regulations.

HEALTH, SAFETY, SECURITY and ENVIRONMENTAL ("HSSE") POLICY

Our HSSE commitments embody our desire to protect every element of the environment, health, safety and security of our workforce, business partners and the communities. They are of paramount importance to us, and to this end we strive to deliver the following commitments:

- Adopt an effective HSSE management system subject to regular improvement assessments.
- Perform periodic reviews of the progress in reaching the established HSSE performance targets that are benchmarked against the national and international standards.
- Organise frequent collaborations and training events that will encourage the participation of interested and impacted stakeholders.
- Abide by the pertinent Government's legislations, international standards and other requirements related to compliance.
- Conduct a thorough assessment of HSSE risks and opportunities for current future and operations to prevent incidents.
- Adopt continuous improvement of work practices to mitigate and avoid HSSE incidents, including training and collaboration and consultation of our stakeholders.
- Constantly improve our work practices according to assessments of the implemented HSSE management system and other HSSE programmes.
- Encourage our stakeholders to be involved through frequent consultations and monitoring tools.

SOCIAL POLICY

We are committed to upholding all national laws and regulations and international best practices that protect the rights of our employees and other stakeholders. We maintain an open line of communication with our stakeholders and proactively address any of their concerns. To this end, we intend to accomplish this through the following:

- Prohibit all practices of child labour, forced labour or modern slavery, excessive working hours, bullying or sexual and power harassment.
- Respect every individual and condemning any form of discrimination based on race, religion, gender, age, disability, nationality and ethnicity.
- Uphold the rights to freedom of association and collective bargaining.
- Promote equal employment opportunity and equal pay for equal work, and instituting a system of merit-based employment, skills development and promotion.
- Collaborate with our stakeholders about human rights issues.
- Raise awareness amongst our employees, business partners and the community about human rights issues and expose them to training and seminars.
- Integrate a regular human rights risk assessment system as part of our business processes.

COMMUNITY POLICY

Our actions affect the communities where we operate, and we are committed to boosting their economic development and quality of life. As community partners, our goal is to build meaningful long-term relationships that produce mutual and lasting benefits through the following:

- Prioritise local sourcing and hiring.
- Improve the quality of life of the communities through well-designed livelihood programmes.
- Motivate employees to build relationships with the communities.
- Conduct due diligence before any project is implemented in a community.
- Maintain open communication with the community and other impacted stakeholders of our current and future operations during our decision-making process.

- Ensure strategic planning practices don't impede pedestrian mobility, transit and infrastructure connectivity during and after construction.
- Allocate adequate green and open spaces where members of the communities can gather and socialise.
- Incorporate sustainable products into our portfolio.
- Rehabilitate public spaces and support environmental initiatives of the communities where we operate.
- Improve local services as part of our contribution to enhance the development and benefit the community.

Sustainability Review, Reporting and Disclosure

We know that stakeholder expectations will always evolve. This is why we conduct regular evaluations of our business operations and maintain open communication with our stakeholders to identify and assess the effectiveness of our policies and promptly respond to any urgent and emerging issues.

Our sustainability practices and performance are regularly reviewed by our Group's Sustainability Committee, who then reports their findings to the Board of Directors. Our Group's sustainability performance is reported annually, coinciding with the Annual Report.

This policy was approved by the Board on 23 November 2022.