



RGB International Bhd.
Registration No. 200301001411 (603831-K)
(Incorporated in Malaysia)

SUSTAINABILITY POLICY

(Last Revision Date: 26 February 2026)

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1. OVERVIEW

- 1.1 RGB International Bhd. ("the Company") and its subsidiaries ("the Group") are committed to achieving sustainability in all of its businesses.
- 1.2 This Sustainability Policy is established for the following objectives:
- (a) Balance the Economic, Environmental, Social and Governance aspects with the interests of various stakeholders to enhance investor perception and public trust.
 - (b) Integrate the sustainability-related risks and opportunities into the Group's business processes and investment decisions for sustainable growth.
 - (c) Continuously improve the Group's sustainability performance in order to reduce the negative impacts caused directly or indirectly by the Group's business environment.
 - (d) Promote the philosophy of core principles towards the sustainability goals of the Group.

2. SUSTAINABILITY APPROACH

- 2.1 The Group's sustainability approach is built based on three (3) key themes:
- (a) Theme One (1) : Advancing Business Responsibilities
 - (b) Theme Two (2) : Care for the Planet
 - (c) Theme Three (3) : Care for the People
- 2.2 Each theme forms the basis of the Group's commitment to sustainable practices and incorporates the following four (4) pillars to balance business sustainability with financial success, ensuring a holistic approach to long-term growth:
- (a) Economic
 - (b) Environmental
 - (c) Social
 - (d) Governance

2.3 **Economic**

The Group is accountable and transparent to stakeholders on the Group's sustainability strategy and performance by practising transparency, accuracy, consistency, fair and timely dissemination of its fundamentals.

Our Sustainability Approach	
(a)	Constantly review the delivery of economic performance and formulate strategies for business growth.
(b)	Consider sustainability aspects into investment decisions for sustainable growth and deliver good returns to shareholders.

(c)	Continuously improve customer satisfaction and manage supply chain to deliver high quality products and services to customers and/or business partners.
(d)	Seek opportunities to sustain, expand and/or diversify the Group's business model to enhance stakeholders' confidence and market share.

2.4 **Environmental**

The Group is committed towards environmental conservation by promoting environmental responsibility and encouraging use of eco-friendly products. It shall also continue to adopt and apply environmentally responsible practices, sound social policies and good corporate governance framework with the objective of achieving long-term sustainable growth.

Our Sustainability Approach	
(a)	Introduce environmental approaches to reduce climate change impacts.
(b)	Promote sustainable water and electricity usage and conservation among employees at offices, operating sites and hostel accommodations.
(c)	Monitor environmental performance and promote a culture of eco-consciousness and environmental responsibility across the Group.
(d)	Digitalise internal processes to reduce paper usage and printing.
(e)	Utilise online communication platforms to reduce carbon impacts.

2.5 **Social**

(i) **Workplace**

The Group is inspired to be an employer of choice by providing a sound working environment, continuous education and development of talent. The continued success of the Group depends on the quality and effective teamwork of its employees in pursuing the Group's vision, mission and core values.

Our Sustainability Approach	
(a)	Foster a diverse, equitable, inclusive, safe and healthy workplace environment.
(b)	Empower employees through clear delegation of roles and continuous training development for career progression.
(c)	Provide a work environment that is free from discrimination and harassment, where every employee is treated fairly and with respect.

(d)	Promote integrity and respect for human rights across all business operations.
(e)	Improve workplace wellbeing, employee welfare, employee development and talent retention by offering fair and competitive remuneration packages.

(ii) **Community**

The Group is dedicated to support the development of the community in which it operates through various initiatives.

Our Sustainability Approach	
(a)	Continuously contribute to and engage with surrounding communities to improve their wellbeing and living standard.
(b)	Initiative Corporate Social Responsibility (“CSR”) activities to create positive social impact and enhance the quality of life of local communities.
(c)	Promote education and cultivate a spirit of volunteerism among employees towards communities.

2.6 **Governance**

The Group is committed towards establishing sound governance to ensure transparency, accountability and responsible sustainability management.

Our Sustainability Approach	
(a)	Adhere to the necessary requirements of laws and regulatory requirements, standards and guidelines.
(b)	Adopt and promote ethical values across the Group’s business through Code of Ethics & Conduct, Anti-bribery & Corruption Policy and Whistleblowing Policy.
(c)	Establish a comprehensive enterprise risk management framework to identify, evaluate and manage risks faced by the Group.
(d)	Strengthen internal policies and procedures to ensure the adequacy of internal control system and protection of personal data and intellectual property.
(e)	Communicate effectively with the shareholders, prospective investors, stakeholders and the general community via various communication channels such as the Company’s website, Annual General Meeting, annual report and the Company’s announcements.

3. ADMINISTRATIVE RESPONSIBILITY

3.1 The sustainability governance structure is outlined as follows:



3.2 The Board of Directors of the Company (“the Board”) is principally responsible for the Group’s sustainability strategies, priorities, targets and performance.

3.3 The duties and responsibilities of the Board are, inter alia, as follows:

- (a) Ensure the Group’s strategies promote sustainability.
- (b) Oversee the management of material sustainability issues.
- (c) Seek regular updates and measures on the management of material sustainability issues.
- (d) Ensure the Group’s sustainability strategies, priorities and targets as well as performance against these targets are communicated to its internal and external stakeholders.
- (e) Take appropriate action to ensure they stay abreast with and understand the sustainability issues relevant to the Group and its business, including climate-related risks and opportunities.
- (f) Oversee compliance with sustainability-related matters.

3.4 The Audit Committee shall assist the Board in overseeing the implementation of the Group’s sustainability approach and ensuring that key targets are being met.

3.5 The duties and responsibilities of the Audit Committee are, inter alia, as follows:

- (a) Monitor the implementation of sustainability strategies and performance as well as its risk management in an integrated manner.
- (b) Review the Group’s materiality assessment.
- (c) Review the Group’s sustainability performance against the performance target set.
- (d) Report sustainability-related matters to the Board on a periodic basis.

- 3.6 The Executive Committee shall drive the strategic management of sustainability-related matters of the Group.
- 3.7 The duties and responsibilities of the Executive Committee are, inter alia, as follows:
- (a) Lead the Sustainability Committee on the implementation of the sustainability strategy and policies within the divisions.
 - (b) Identify, assess, evaluate, manage and report to the Board the material sustainability risks and opportunities relevant to the Group's operations.
 - (c) Facilitate the sustainability disclosures as required by laws and regulations and subsequently recommend it for approval.
- 3.8 The duties and responsibilities of the Sustainability Committee are, inter alia, as follows:
- (a) Lead sustainability initiatives and facilitate coordination among departments for data compilation process across the Group.
 - (b) Identify, execute, monitor and report on initiatives and improvement plans to enhance sustainability performance of the Group.
 - (c) Responsible for materiality assessment, including its approach such as materiality matrix, identification and prioritisation of material sustainability matters and stakeholder survey.
 - (d) Report sustainability-related matters to the Executive Committee on a periodic basis.

4. POLICY REVIEW

- 4.1 This Sustainability Policy shall be reviewed by the Board periodically to ensure that it is consistent with the business strategies, organisation goals, performance targets and/or strategic directions.