



TALAM TRANSFORM BERHAD (192001000012)(1120-H)

SUSTAINABILITY POLICY

We, the Directors of Talam Transform Berhad (“TTB” or “the Company”) are fully committed in operating a sustainable business. TTB is a purpose-driven organisation with a vision to be a trusted property developer and contractor.

At TTB, we recognise the impact of our operations and activities on the environment and the need to focus on sustainability and related issues. We also recognise the business case for sustainable property development, property investment and management and construction based on:-

- Increasing profitability by using resources more efficiently and effectively;
- Securing opportunities through sustainable products and working culture; and
- Enhancing the Company’s image and profile in the market place by embracing corporate and social responsibility.

We support the view that sustainable development should meet the present needs without compromising the ability of future generations to meet their own needs. We are therefore committed to intertwine our corporate values with the vision to continuously improve the integration of sustainability into our working environment and business processes by contributing in areas where we have influence. We are committed to accountability and transparency in our sustainability performance. This is achieved through a process of continuous improvement in accordance with established best practices.

We have established integrated environmental processes across all spectrum of work streams and continue to work on implementing these across the business and supply chain. We recognise the importance of working together with our clients and suppliers on sustainability issues.

TTB is committed to make significant, long term contributions to the economic, environmental, social and governance fabric of the communities in which the Company and its subsidiary companies (“TTB Group” or “the Group”) operates. For TTB, the term

'Sustainability' describes how we manage our economic, environmental, social and governance ("EESG") responsibilities in relation to the everyday management of our business and the quality developments we build.

Our mission is to be the preferred choice for the delivery of affordable housing and quality construction, guided by our commitment to excellence. As part of this mission, we incorporate sustainable policies and cost-effective project management guidelines into our corporate strategy, demonstrating our commitment to EESG issues. We approach these issues with a focus on responsibility and profitability, ensuring that ethical practices are at the forefront of our operations.

We believe that integrating sustainable development principles into our core business strategy will help us to create and add value to our business by enabling us to operate efficiently.

This Sustainability Policy ("Policy") sets out the key principles that are the driving force behind TTB's sustainability strategy which is at the heart of our activities. The Company seeks to contribute to the economic development, social well-being and environmental protection of our country by conducting its business according to high standard of corporate governance practices.

This policy serves to communicate our proactive approach in addressing key EESG concerns to our stakeholders. Aligned with industry best practices, it underlines our commitment to the responsible and strategic management of these critical areas, fostering sustainability in our operations and contributing positively to our industry and society. We are integrating sustainability into our core business strategy to improve the efficiency of our business and operations.

The specific targets and objectives of this Policy are as follow:-

1. Ethics and Responsibility

We are committed to operate with integrity and in compliance with high ethical, professional and legal standards, making economic, environmental, social and governance considerations as an integral part of our decision-making and control processes.

We enhance our board's governance for effective oversight, strategic decision-making, and accountability, supported by regular reports on management targets, process performance, controls, and governance for business compliance. We uphold the highest standards of ethical conduct, transparency, and honesty in all business operations, maintaining a positive public perception and minimizing the negative impact on the TTB Group.

2. Sustainable Development

We are committed to develop our property development business by offering our customers value-added products and services that help to improve the living standards of the communities in areas where the Company operates.

3. Business Growth and Economic Sustainability

We propel growth by adopting a robust business model that creates value for our shareholders through the pursuit of financial strength, profitability and long-term sustainability.

Guided by ethical standards, we are committed to economic sustainability in property development. Prioritising conscientious growth, we positively impact the economy while considering environmental factors. Upholding our reputation, we provide consistent, quality, and affordable housing, adapting to market demand amid challenging conditions.

4. Excellence and Innovation

We work actively with our partners to ensure that we make the best planning decisions, adopt the best practices and use available technological solutions, thus

enabling us to meet clients' expectations. We also seek to innovate and increase the sustainability of both the construction process and business process through the creation of specific and measurable innovations.

5. Employee Protection and Development

We are committed to create and stimulate dynamic conducive working environments, where priority is given to health, safety, diversity, human and professional development, thus enabling the Company to attract and retain talented resources, to ensure the achievement of its present and future objectives. By investing in the recruitment, training, retention and development of our staff, we ensure that we are able to meet our succession planning objectives for a sustainable business.

We are committed to practise inclusivity and diversity in order to uphold a culture of equality and professional development, fostering a positive work environment through fellowship gatherings and emphasizing teamwork, professionalism, integrity, and mutual trust. We also ensure that the safety and well-being of our employees is paramount, with strict adherence to health and safety regulations in accordance with relevant authorities' guidelines.

6. Supply Chain Engagement

TTB Group intends to promote the adoption of sustainability practices among its suppliers and sub-contractors, in order to drive continuous improvement in the overall performance of its work and help spread the principles of sustainable development within the property development, construction and agriculture industry.

7. Design

We strive for innovative designs, to ensure that buildings, infrastructure, public spaces and facilities are resource efficient, sustainable resilient and adaptable.

8. Climate Change Mitigation

We adopt GHG Emissions Policy to meet industry targets and to monitor, manage, and reduce our carbon footprint across our business operations. This includes reducing CO2 emissions from construction activities and complex management activities in line with best practices and in accordance with the industry standards.

9. Resources

To optimise and achieve efficient and responsible resource utilisation such as energy, electricity, gas, water across our operations, including our construction and office based activities.

10. Environmental sustainability

Our commitment to fostering an environmentally conscious working environment while minimizing the environmental impact stemming from our business operations is resolute. We are committed to environmental sustainability in our property development projects, focusing on minimizing ecological impact through sustainable practices. TTB Group adopts proper technical and organisational measures to mitigate any potential harm to the environment in our sites and workplaces through its operations and construction practices. We endeavour to enhance the environment within and around its construction sites through the design, planning and management of projects.

11. Waste

To constantly achieve minimum construction waste and non-hazardous construction waste and dispose them in an appropriate manner by adopting system formwork and Industrial Building System ("IBS"), and also to responsibly manage waste disposal by employing licensed professionals who adhere to local regulations.

12. Materials

To use cost effective materials in construction that has the least adverse environmental and social impact.

13. Local Socio-Economic Development

We are committed to making a positive impact in the communities in which we operate. TTB Group adopts a business model that is designed to contribute to growth in areas where it operates, by creating jobs, offering professional training, maximising the use of local materials, pursuing capacity building and community support initiatives.

We are committed to economic sustainability revolving around fostering responsible business practices that not only drive growth but also contribute positively to the economy, society, and stakeholders' well-being as follows:

- (a) to prioritise strategies for responsible growth, positively impacting both the economy and the environment;
- (b) to continually enhance customer value by delivering quality workmanship and products that meet rising standards. Stringent quality control checks to ensure high standards and improving our reputation; and
- (c) to select suppliers aligned with our values, promoting innovation for reduced risk, resource conservation and regulatory compliance.

14. Dialogue and Transparency

TTB Group is committed to develop and maintain stable relationships with its stakeholders, by addressing their legitimate expectations and adopting appropriate forms of engagement.

We ensure compliance with laws and regulations, fostering transparency and accountability through appropriate policies, systems, processes, and internal controls. We foster open and effective communication with all stakeholders to build trust and strengthen relationships.

15. Accountability

TTB Group is committed to prepare and implement the sustainability policy and provide stakeholders with accurate information of its main economic, environmental, social and governance impact.

Embracing governance sustainability aligns seamlessly with our ethos of responsible and principled business conduct in the property development industry, with an emphasis on transparency, accountability, and adherence.

This Sustainability Policy together with the Company's Code of Ethics and Conduct is a point of reference for employees of TTB Group. The Company aims to ensure proper implementation of this Policy by identifying specific, measurable and realistic objectives and periodically monitor their progress.

Our Company and the Group are constantly striving to improve the sustainability of its operations and products. We recognise that the success of this Policy depends on the combined efforts of all stakeholders and to this end, will fully support any initiative towards implementing the Policy.

We will track and measure our sustainability progress by setting specific targets for each Sustainability Key Performance Indicator (“KPI”) to achieve our sustainability goals. We monitor our KPIs regularly to ensure better transparency of our sustainability efforts. Periodic reporting on the actual performance of each target and sustainability is carried out and disclosed to the public.

The Sustainability Committee will review the Policy annually and discuss any changes that may be required to keep abreast of new development in the EESG landscape and then recommend any such changes to the Executive Committee and Board of Directors for approval. This Policy will be communicated to all staff via the intranet and will be made available to members of the public via the Talam Transform Berhad’s website.