



**AXTERIA GROUP BERHAD**  
(Company No. 199901021765 (496665-W))

**SUSTAINABILITY POLICY**

**1. INTRODUCTION**

Axteria Group Berhad and its subsidiaries, referred to as (“Axteria” or “the Group”) our vision of "Developing Sustainable Community" drives our commitment to creating long-term value for our stakeholders through responsible and innovative real estate development. Guided by our mission, we uphold the principles of Reliability, Integrity, Service, and Empathy (“RISE”) as we continually strive to enhance customer satisfaction and exceed expectations.

Our approach to sustainability is rooted in a strong commitment to Environmental, Social, and Governance (“ESG”) principles. We aim to minimize our environmental impact, foster positive social outcomes within the communities we serve, and maintain robust governance practices that ensure ethical and transparent business operations. Through these efforts, we are dedicated to building a sustainable future that benefits our customers, partners, and society as a whole.

**2. PURPOSE**

The aim of this Policy is to articulate Axteria’s unwavering commitment to responsible and sustainable practices, while establishing a clear framework that ensures compliance, fosters accountability, and cultivates a culture of continuous improvement in sustainability efforts.

**3. OBJECTIVES**

Our objectives encompass three (3) key areas:

- Environmental Sustainability - We strive to promote energy efficiency, waste reduction, and responsible water management practices across all operations and project sites.
- Social Responsibility – We are dedicated to upholding human rights and fair labour practices throughout our operations, ensuring that our business activities contribute positively to society. Our commitment extends to promoting diversity, equity, and inclusion within the workplace, creating a supportive environment that prioritises the health, well-being, and growth while engaging with local communities.
- Responsible Governance – We are committed to maintain the highest standards of ethical governance by ensuring transparency, integrity, and accountability in all business operations and decision-making processes.



#### **4. POLICY STATEMENT**

Axteria is committed to being a responsible corporate citizen, integrating sustainability into every aspect of our operations. Guided by our vision of "Developing Sustainable Community," we strive to minimise our environmental impact, support the well-being of communities, and uphold ethical practices for a resilient future.

#### **5. ENVIRONMENTAL SUSTAINABILITY**

We are committed to promoting an environmentally conscious working environment while minimising the environmental impact arising from our business operation. The measures to be taken to support this objective include, but not limited to the following:

- To focus on sourcing products from suppliers who practice responsible resource management;
- To reduce carbon emissions from our business operation;
- To conserve the consumption of electricity and water in the business operation; and
- To comply with environmental regulatory and legal requirements.

#### **6. SOCIAL RESPONSIBILITY**

As a responsible employer, the Group is committed to treating our employees fairly, respectfully, and in compliance with laws while also striving to improve the employees' well-being and contribute positively to the communities, where the Group operates. Our approach to achieving the objective includes:

- Comply with the labour standards;
- Ensure the safety, health and well-being of its employees by cultivating a strong occupational health and safety culture across all our operational sites;
- Foster diversity and equal opportunity in the workplace;
- Organise training programmes and relevant job skills training to address workforce competency gap; and
- Contribute to social progress through community involvement.

#### **7. RESPONSIBLE GOVERNANCE**

The Group considers the importance of implementing strong governance practices in order to build the company reputation. Several approaches have been implemented to achieving this objective that includes the following:

- Operate ethically and transparently and comply with applicable laws and regulations; and
- Uphold integrity and transparency in all business practices;



Our Sustainability Policy is further supported by several policies of the Group relating to Governance, including:

- Anti-Bribery and Anti-Corruption Policy
- Code of Conduct and Ethics
- Whistleblower Policy

## **8. REPORTS & DISCLOSURE**

The Group will establish, track and measure sustainability progress by setting specific targets for each Sustainability Key Performance Indicator (“KPI”) to effectively evaluate our sustainability efforts.

## **9. REVIEW OF THE POLICY**

This policy will be reviewed and updated regularly to keep abreast of new development in the ESG landscape.

## **10. ADOPTION AND REVIEW**

This policy was adopted by the Board of Directors on 28 April 2025 and was last reviewed on 25 March 2026.