

## **SUSTAINABILITY POLICY**

### **1. OBJECTIVES**

NetX Holdings Berhad (“NetX” or “the Company” or “the Group”) is committed to adhere to all standards of upright business conduct – through integrity, transparency with a constant and growing progression towards excellence in every area of business conduct, striving towards its sustainable goals. The Board of Directors and Senior Management of NetX recognises the importance of prioritising sustainability as part of its overall approach to value creation.

A strategic and concerted approach to addressing environmental, social and governance (“ESG”) topics based on an inclusive perspective of the Group and its stakeholders mitigate business and operational risks and supports continued financial and non-financial value creation across the short, medium and long-term perspectives.

The Sustainability Policy (“the Policy”) set the general principles and structures the foundations that must govern the sustainability strategy of the Group to ensure that all its corporate activities and businesses are carried out while enhance the sustainable creation of value for shareholders and taking into account the other stakeholders related to its business activities, natural resources, society and neighbouring communities, promoting the values of sustainability, integration and dynamism, favouring the achievement of its sustainable goals.

### **2. RESPONSIBILITIES**

The Board of Directors fulfils its responsibilities by delegating to Management Committee. Sustainability management comes under the purview of the Sustainability Committee, comprising representatives from various business units. The committee is responsible for implementing, overseeing and addressing all sustainability related issues from stakeholders and update the Management and Board on the Group’s sustainability management performance, key material issues identified by stakeholders and planned follow-up measures.

### **3. SCOPE**

The Policy applies to the NetX Group as a whole, including its subsidiaries. At those companies in which the Group has an interest but that do not form a part thereof, the Company will promote, through its representatives on the boards of directors thereof, the alignment of their own policies with those of the Company, such that they adhere to principles and guidelines that are consistent with those established in this Policy and in the environmental, social and corporate governance and regulatory compliance policies in further development thereof. The Group also committed to cascade its sustainability commitment, practices and culture to its extended business partners, suppliers and contractors.

#### **4. POLICY**

NetX adopted a triple bottom line perspective towards value creation. We integrated sustainability considerations into all business decisions, functions and work processes, with the aim of creating value and contributing to sustainable development.

NetX aims to achieve long term business sustainability and commit long-term contribution to the environmental, social and economic aspects of our business and of the communities. We strive to:

- i) deliver on products and services that are innovative and of high quality and excellence, by continuously engaging with our customers and keeping up with market trends and strategies;
- ii) place integrity first and foremost in everything that we do;
- iii) provide a safe, healthy and empowering workplace as well as professional development to our employees so that they can continuously perform in an effective and efficient manner yet enhancing their skills and future career development;
- iv) operate a strong governance structure, emphasising on ethics and transparency in relation to sustainability issues including but not limited to corruption and bribery, discrimination, confidentiality of information, conflict of interest, internal control, money laundering, environment, health and safety as well as whistleblowing;
- v) provide an enhanced customer experience, putting customers at the centre of everything we do;
- vi) ensure healthy, safe and environmental-friendly spaces for communities to thrive by working with our stakeholders to gain feedback and subsequently develop improved action plans;
- vii) comply with all relevant legal requirements, assessing the environmental impacts of our operations, continuously seeking to reduce their impacts and improving our resource efficiency by reducing energy, water and waste;
- viii) embed low carbon and sustainability considerations in the design and construction of buildings and infrastructure; and
- ix) nurture diversity and equality of our employees, it pursues an inclusive environment and strives for a fair and equitable treatment of all employees regardless of sex, age, sexual orientation, disability, ethnicity or religion.

#### **5. REVIEW OF THE POLICY**

The Company will review and assess the effectiveness of this Policy as and when required and any recommendation for revisions shall be highlighted to the Board for approval.

**END.**