

This Policy Statement reaffirms the Group's commitment to conducting its businesses responsibly and sustainably, underpinned by strong governance, contributing to long-term economic growth, environmental stewardship and social well-being.

Sustainability Vision & Mission

DRB-HICOM aspires to be a frontrunner in meeting the sustainability standards set by the nation, ensuring that the business activities of our core sectors align with stakeholder expectations while enhancing the Company's long-term value through sustainable initiatives.

Identification and Management of Sustainability Matters

The Group identifies and addresses sustainability matters by valuing stakeholder input and adopting a risk-based approach to prioritise and manage Economic, Environmental, Social and Governance ("EESG") impacts.

Sustainability Priorities

DRB-HICOM's sustainability priorities are anchored on the EESG pillars, addressing material topics that reflect the stakeholder priorities and drive the Group's long-term value creation.

ECONOMIC

Pursue sustainable economic value through:

- **Creating Customer Value**
Striving to maintain excellent customer satisfaction by delivering a positive and consistent experience.
- **Product and Service Innovation**
Cultivating a culture of innovation to drive growth.
- **Strategic Alliances**
Partnering with reputable organisations to leverage expertise as well as research and development capabilities for long-term sustainable growth.

ENVIRONMENT

Protect and preserve the environment through:

- **Carbon and Energy Management**
Striving to reduce greenhouse gas emissions arising from the Group's business operations by adopting energy-efficient practices, transitioning to renewable energy sources wherever feasible, and continuously exploring innovative solutions to support climate resilience.
- **Water Management**
Implementing efficient and responsible water management practices in business operations, including sustainable use of water and the proper discharge of wastewater to prevent environmental pollution.
- **Waste Management**
Manage general and scheduled waste in a safe, responsible and efficient manner, while minimising waste generation wherever possible.
- **Biodiversity**
Conducting necessary assessments and actions to ensure that business operations are carried out in a manner that minimises or avoids negative impacts on local biodiversity.

SOCIAL

Promote social well-being and equity through:

- **Diversity and Inclusivity**
Maintaining a zero-tolerance approach to discrimination, ensuring equal opportunities and fostering an inclusive and respectful workplace that values diverse perspectives.
- **Talent Management and Employee Engagement**
Emphasising a culture of continuous learning, skills enhancement and leadership development, while fostering a positive and productive work environment through two-way communication and engagement activities that support employees' personal growth.
- **Safety and Health**
Providing a safe, healthy and conducive workplace by complying with safety and health requirements, implementing best practices and managing risks to prevent injuries.
- **Human Rights**
Upholding fair labour practices and human rights by fostering a safe, respectful and inclusive workplace for all employees, while extending the same principles across the supply chain.
- **Supply Chain Management**
Advocating environmentally and socially responsible procurement practices while promoting the growth of local suppliers through the optimal use of local resources and materials.
- **Community Investment**
Contributing to the socio-economic development and well-being of local communities through corporate responsibility initiatives and support for charitable causes.

GOVERNANCE

Strengthen responsible governance and integrity through:

- **Data Privacy and Security**
Maintaining robust cybersecurity defences to protect confidential information, including customer data, and safeguard IT infrastructure, systems and assets from cyber threats.
- **Governance and Ethics**
Upholding high ethical standards and effective governance to ensure a transparent and corruption-free business environment engagement activities that support employees' personal growth.

ALIGNMENT WITH THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS ("SDG") FRAMEWORK

The six SDGs DRB-HICOM focuses on:



**SUSTAINABLE
DEVELOPMENT GOALS**

